



**SEX &  
POWER  
IN SCOTLAND 2017**



# IN SCOTLAND WOMEN ARE

# 52%

OF THE POPULATION



MSPs



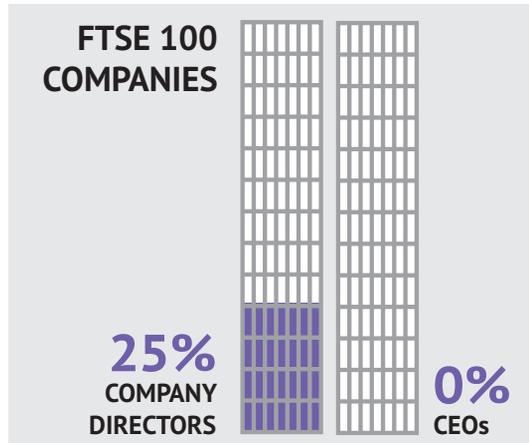
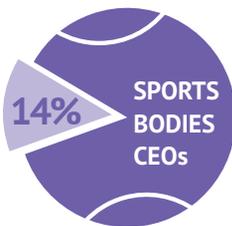
LOCAL COUNCILLORS



COUNCIL LEADERS



MEPs



28% PUBLIC BODY CHIEF EXECUTIVES



26% UNIVERSITY PRINCIPALS



23% SHERIFFS



7% SENIOR POLICE OFFICERS





# CONTENTS

WHAT IS SEX AND POWER IN SCOTLAND 2017?	4
HOW DID WE DO IT?	5
WHAT DID WE FIND?	6
SEX AND POWER: THE NUMBERS	8
POLITICAL INSTITUTIONS	10
PUBLIC SECTOR	20
MEDIA & CULTURE	36
BUSINESS	44
WHY DOES THIS MATTER?	48

# WHAT IS SEX AND POWER IN SCOTLAND 2017?

This report sets out the extent of men's over-representation in positions of authority and influence in Scotland. In 2017, women still have 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.

Women are the majority of unpaid carers, lone parents, recipients of social security, low-paid workers, and survivors of domestic abuse and sexual violence in Scotland.<sup>1</sup> The drivers of this systemic gender inequality and women's experiences of public life must inform policymaking, cultural production and corporate agendas, or else these systems will continue to entrench inequality between women and men. Representative political, public and private sector bodies also challenge normative gender roles, stereotypes and perceptions around authority. Where women are seen to succeed, more women engage and participate in public spheres.<sup>2</sup>

Over recent years, there has been a degree of positive change in some fields, but elsewhere progress towards gender parity in positions of power has stalled or regressed. Leadership in certain sectors is exclusively male-dominated, and the overarching lack of gender balance amongst senior decision-makers who shape our society, economy and politics is unacceptable in 2017. This report identifies 3029 positions of power in Scotland across our political institutions, public sector, media and cultural bodies, and corporate world. The statistics set out represent a snapshot of men's sustained dominance across all of these domains, and cast a spotlight on particular areas that are suffering from a chronic lack of diversity.

# 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 builds on the initial Great Britain-wide Sex and Power series published by the Equality and Human Rights Commission between 2003 and 2011, and subsequent iterations by the Counting Women In Coalition, which have primarily focussed on women in politics. We have mirrored the categories used in these reports, to enable comparative analysis where applicable and possible in Scotland. We have also added some categories of our own, and hope to build on this initial index (for instance across the creative industries and private sector) in future editions of Sex and Power Scotland.

It should also be noted that the information presented here was researched in October and November 2016. It represents a snapshot in time and a small number of personnel across the 3029 positions accounted for may have changed by the time of publication.

<sup>1</sup> For more information about current gender inequality in Scotland see Engender (2015) *Gender Matters Manifesto: Twenty for 2016*; Engender (2016) *Securing women's futures*

<sup>2</sup> Electoral Commission (2004) *Gender and political participation*

# 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. In Scotland, women are currently:

- 35% of MSPs, 25% of local councillors, 16% of council leaders, 17% of MEPs
- 28% of public body chief executives, 26% of university principals, 23% of sheriffs, 7% of senior police officers
- 0% of major newspaper editors, 19% of major museums and art galleries directors, 14% of national sports bodies chief executives
- 0% of CEOs of 'top' businesses
- 50% or more in only 1 of 39 spheres of influence examined: the Scottish Government strategic board, of which there are 15 members

'Sex and Power Scotland' was last produced in 2011, by the Equality and Human Rights Commission. This report covered political and public bodies, for which figures are included in the table below. In summary, notable progress has been made across the following categories:

- Scottish Government Ministers
- Scottish MPs
- Local authority chief executives
- Heads of secondary schools
- Further education principals
- Supreme court judges

There has been a drop in women's representation in a handful of areas since the 2011 report. There are now fewer women in top positions in the following fields:

- Senior police officers
- University principals
- Trades union general secretaries

Elsewhere, in the political and the public sector categories originally examined, women's representation has remained static or inched forward over the last six years:

- Members of Scottish Parliament
- Local councillors
- Members of the European Parliament
- NHS health body chief executives

UK figures for women's representation across politics, public life, media and culture, and the private sector were published by the Counting Women In Coalition in 2013.<sup>3</sup> These point to wider trends in men's over-representation in positions of power and influence, and are included for reference where there is overlap in the table on the following pages.

<sup>3</sup> Centre for women and democracy (2013) *Sex and Power 2013: who runs Britain*; subsequent reports by the coalition have focussed on political institutions

# SEX AND POWER: THE NUMBERS

<b>PUBLIC SECTOR</b>	<b>% WOMEN 2011 SCOTLAND</b>	<b>% WOMEN 2017 SCOTLAND</b>
Heads of public bodies	n/a	28.4%
Local authority chief executives	28.1%	40.6%
Scottish Government strategic board	n/a	66.6%
Senior civil service	n/a	45%
Heads of secondary schools	30.9%	41.1%
Further education college principals	28.6%	42.3%
University principals	28.6%	26.3%
Health service chief executives	36.4%	39.1%
Health service board chairs	n/a	21.7%
Health and social care joint integration boards	n/a	30.0%
Heads of transport bodies	n/a	6.25%
Judges at the supreme courts	15.2%	29.4%
Temporary judges at the supreme courts	n/a	9.5%
Sheriffs principal	n/a	33.3%
Sheriffs	n/a	23.3%
Senior police officers <sup>4</sup>	14.8%	6.7%
Trade union general secretaries	25.7%	23.1%
Trade union Scottish secretaries	n/a	26.1%

<b>BUSINESS</b>	<b>% WOMEN 2011 GB<sup>5</sup></b>	<b>% WOMEN 2017 SCOTLAND</b>
CEOs of FTSE 100 and 250 companies	12.5%	0.0%
	7.8%	0.0%
CEOs of Scotland's 'top businesses'	n/a	0.0%

<sup>4</sup> Scotland's eight police forces were reformed into one body, Police Scotland, in 2013, reducing the number of senior staff from 27 recorded in 2011 to 15 in 2017

<sup>5</sup> These figures are from the wider EHRC Sex and Power report 2011, which relates to Britain

# SEX AND POWER: THE NUMBERS

POLITICAL INSTITUTIONS	% WOMEN 2011 SCOTLAND	% WOMEN 2017 SCOTLAND
Members of the Scottish Parliament	34.9%	34.9%
Scottish Parliament committee convenors	n/a	42.1%
Scottish Parliament corporate body	n/a	0.0%
Scottish Government Cabinet	n/a	44.4%
Scottish Government Ministers	31.6%	41.7%
Special Advisors (SPADs)	n/a	33.3%
Local councillors	21.6%	24.7%
Council leaders	9.4%	15.6%
Local council committee convenors	n/a	18.7%
Local council civic heads	n/a	25.0%
Members of the UK Parliament	22.4%	33.9%
Members of the European Parliament	16.7%	16.7%

MEDIA AND CULTURE	% WOMEN 2011 GB	% WOMEN 2017 SCOTLAND
Editors of major newspapers	9.5%	0.0%
Political editors of major newspapers	n/a	8.3%
Heads of national broadcasters	n/a	0.0%
Directors of major museums and art galleries	26.1%	19.0%
Directors of national arts and culture bodies	8.3%	30.0%
Heads of production companies	n/a	0.0%
Chief Executives of national sports bodies	25.0%	14.2%

Based on these statistics from 2016, there are 703 women 'missing' from positions of power in Scotland, with men occupying 73% of the identified positions of authority and influence. It is now critical to gauge whether progress can be sustained where it has occurred over the past six years, or whether this has been circumstantial, and to determine underlying causes and take action in fields where women's representation has been static, has regressed, or is non-existent.

# POLITICAL INSTITUTIONS

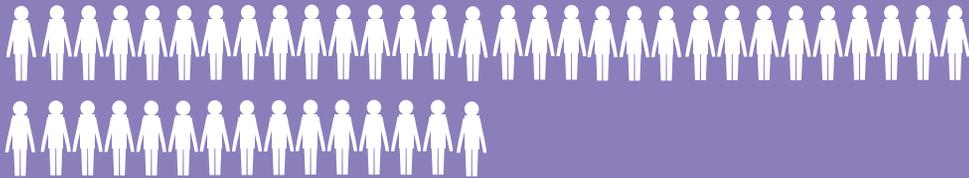
Evidence from around the world shows that increased representation for women in politics has a positive impact on both gender equality issues and social policy more broadly.<sup>6</sup> Gender balance<sup>7</sup> in parliament, local government and around decision-making tables has an influence on both the focus and outcomes of discussions. Political representation is a vital element of this. Parliaments and governance bodies provide critical oversight of the processes that challenge gender inequality and discrimination, including development of laws, institutions, policies, and programmes.

<sup>6</sup> OSCE Office for Democratic Institutions and Human Rights (2011) *Gender equality in elected office: A six-step action plan*

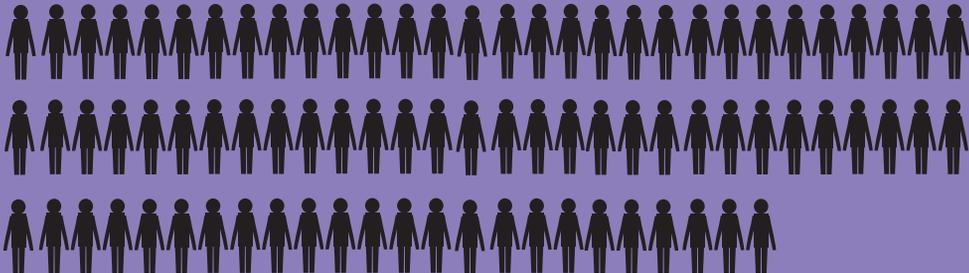
<sup>7</sup> Throughout this report, we use the term gender balance to refer to women and men's representation; at present, there are no statistics on non-binary people's elected representation in Scottish politics

# 129 MSPs

45 Women



84 Men



# Scottish Parliament

In 2016, 45 women were elected to the Scottish Parliament, the same number as five years earlier. Progress has stalled, despite a 10% rise in women in standing as candidates,<sup>8</sup> and the much celebrated fact that 3.5 leaders of Scotland's five main political parties are women.<sup>9</sup> In large part, this is because the Scottish National Party (SNP) used gender balancing mechanisms in its candidate selection for the first time, whereas the Scottish Conservative Party, who ultimately increased their share of seats, did not. Women's parliamentary representation in Scotland has therefore dropped from a high of fourth place internationally, in 2003 with a rate of 39.5%, to 27th place in the current global rankings.<sup>10</sup> This supports the case for legislated gender quotas in Scottish politics, and reflects the fact that progress in many other states and regions where voluntary approaches are in place has also stalled or regressed at a saturation point of around 35% in recent years.<sup>11</sup> Cause for further disappointment is that not one single minority ethnic or disabled woman was elected, reflecting very weak diversity across the parliament as a whole. The exception to this is lesbian, gay and bisexual people's representation. It is thought that ten openly LGB MSPs were elected to Holyrood in 2016, 40% of whom are women.<sup>12</sup> No openly transgender women or intersex people have ever been elected to political office in Scotland.

The work of the Scottish Parliament is scrutinised by seven mandatory committees, eight subject committees and four parliamentary business committees. At present, women's representation as convenors of these vital scrutiny bodies is stronger than across parliament as a whole, perhaps reflecting growing acceptance that targeted action is needed to achieve equal representation in politics. However, all positions in the Scottish Parliament Corporate Body are currently occupied by men.

	Women	Men	Total	% women
<b>Members of the Scottish Parliament</b>	45	84	129	34.9%
<b>Committee convenors</b>	8	11	19	42.1%
<b>Corporate body</b>	0	6	6	0.0%

\*Source: Scottish Parliament website

<sup>8</sup> 39% of candidates were women, compared with 29% in 2011; Democratic dashboard (2016) *Gender and the 2016 elections*

<sup>9</sup> In Scotland, the SNP, Labour and Conservative leaders, and Scottish Green Party co-convenor are women

<sup>10</sup> Inter-Parliamentary Union: <http://www.ipu.org/wmn-e/classif.htm>

<sup>11</sup> Engender (2016) *Equal voice, equal power: the case for gender quotas in Scotland*

<sup>12</sup> Correspondence with the Equality Network

# The Scottish Government

Women's representation across the Scottish Government is currently stronger than across the parliament as a whole, due in large part to the political leadership of Scotland's first woman First Minister. The First Minister's personal commitment to promote women to senior positions in her government delivered Scotland's first gender balanced cabinet (the balance has tipped to 56% in favour of men since the creation of a new post), alongside a 10% increase in women's ministerial representation since 2011. Her support for legislative gender balancing mechanisms<sup>13</sup> also enabled the SNP's use of all-women shortlists in the 2016 Holyrood elections for the first time.

However, progress across less visible positions of political power and influence is lagging. Senior advisory roles are at the heart of government strategy and decision-making, yet only seven from 28 special advisors (SPADs) to the current Scottish Government are women. Since the inception of the current Scottish Parliament in 1999, 78% of SPADs have been men.<sup>14</sup> There is a clear need for a systematic approach to addressing this imbalance, and to supporting women's participation in politics at all levels.

	Women	Men	Total	% women
<b>Scottish Government Cabinet</b>	4	5	9	44.4%
<b>Scottish Government Ministers</b>	5	7	12	41.6%
<b>Special Advisors (SPADs)</b>	4	8	12	33.3%

\*Sources: Scottish Government website, Scottish Parliament website

<sup>13</sup> See Women 50:50: [www.women5050.org](http://www.women5050.org)

<sup>14</sup> Women 50:50: <https://twitter.com/Women5050/status/798951785343881217>

# Local authorities

Women's representation in local council offices is equally vital. Local governments control policy and deliver services across a host of areas that affect women's daily experiences and are crucial for gender equality, such as social care, education, transport, libraries and leisure centres. Experience in local government also often serves as a springboard for selection as national candidates. Yet women are comprehensively under-represented across local government and party activity at the grassroots in Scotland, where 'macho' political cultures prevail. Women's representation in local councils has more or less flat-lined at an average of around 22% since the 1990s,<sup>15</sup> and 76% of local councillors in Scotland are presently men. In the last local elections in 2012, 16% of council wards were contested exclusively by men,<sup>16</sup> and minority ethnic women gained just four of the 1223 available seats.<sup>17</sup>

The roles that women hold within councils are, of course, also extremely important. Elected civic heads (known as the Lord Provost or Provost in certain cities) are responsible for chairing council meetings and acting as public figureheads. Only 25% of these posts are held by women. The gender gap across council and committee leadership is even bigger, with women occupying only 16% and 19% of those roles respectively. In fifteen of 32 local authorities, men are either all or all but one of committee convenors, including with regards to thirteen portfolios across Glasgow City Council. Of 40 committees dedicated to the scrutiny of finance, economy, resources or enterprise, only 10% are led by women.<sup>18</sup>

Councils and political parties must work towards improving this record in the Scottish local government elections in 2017, and beyond. Structures that enable women to stand for election and participate within branches as activists are vital.<sup>19</sup> Ultimately, however, such measures can only have limited impact on tackling men's dominance of politics.<sup>20</sup> Four out of Scotland's five main parties debated or implemented quotas at national level ahead of the Holyrood 2016 elections. This approach must also be applied to local level politics in future.

	Women	Men	Total	% women
Councillors	302	920	1222 <sup>21</sup>	24.7%
Council leaders	5	28	32	15.6%
Committee convenors	62	272	334	18.7%
Civic heads	8	24	32	25.0%

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

<sup>15</sup> Gender politics at Edinburgh:

<https://genderpoliticsatedinburgh.wordpress.com/2012/04/18/more-of-the-same-women-and-the-scottish-local-government-elections-2012-5-2/>

<sup>16</sup> Local government information unit: <http://www.lgiuscotland.org.uk/2016/07/15/where-are-all-the-women/>

<sup>17</sup> CRER (2012) *Minority Ethnic representation in the 2012 Scottish Local Government Elections*

<sup>18</sup> Holyrood (2016) *Scottish political guide 2017*

<sup>19</sup> These include flexible working options in local government workplaces, childcare options at party offices and branch meetings to enable women's participation in campaigning activities, structured support for women's and equalities officers and informal support for potential women candidates

<sup>20</sup> Engender (2016) *Equal voice, equal power: the case for gender quotas in Scotland*

<sup>21</sup> There are at total of 1223 council seats in Scotland; at the time of writing one is vacant

# UK and European Parliaments

Lacking support structures for women throughout the so-called 'pipeline' into politics is also reflected in women's representation in Westminster and the European Parliament. Both are critical sites of power in terms of gender equality and the need for diversity in decision-making. Policy areas reserved to the UK Parliament include macroeconomics, most social security, equalities and electoral law, defence and immigration. 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.<sup>22</sup>

The 2015 UK elections saw a notable jump in women representing Scotland's Westminster constituencies, from 22% to 34%. This was influenced by a surge in the SNP's female membership, which led to a far higher proportion of women standing for the party than in previous years. Subsequently, all but three of Scotland's 59 MPs were elected for the SNP.<sup>23</sup> However, this progress can be described as "accident rather than design".<sup>24</sup> The SNP did not use gender balancing mechanisms to ensure equality across their slate of candidates, and it so happened that many women who had been politically active in the 2014 independence referendum put themselves forward as candidates.

Since 2009, only one of Scotland's six representatives in Brussels has been a woman. Although the sample size is small, this is still significant. The European Parliament has critical oversight over a range of human rights protections, equalities legislation and policy commitments that are crucial to women's equality. These include employment rights around equal pay and flexible working, maternity law, gender mainstreaming, childcare and violence against women. As negotiations to exit the EU are undertaken, gender equality issues must be taken into account.

	Women	Men	Total	% women
Scotland's MPs	20	39	59	33.9%
Scotland's MEPs	1	5	6	16.7%

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

<sup>22</sup> UK political info: <http://www.ukpolitical.info/FemaleMPs.htm>

<sup>23</sup> Since election in 2015 Michelle Thomson and Natalie McGarry have resigned the SNP whip and represent their constituencies as independent MPs

<sup>24</sup> London School of Economics: <http://blogs.lse.ac.uk/politicsandpolicy/tide-turned-for-womens-representation-scotland/>

# 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.<sup>25</sup>

<sup>25</sup> World Bank (2012) *World Development Report 2012 Background Paper: Gender quotas and female leadership*

# University principals

5 Women 14 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.<sup>26</sup> 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.<sup>27</sup>

However, women have unequal access to power, decision-making and participation across all domains of public life in Scotland, where men predominate in positions of influence. At present, 72% of our public bodies are headed by men.<sup>28</sup> Cumulative gender-disaggregated data for the workforce across Scotland's public bodies is not routinely made public. However, 64% of workers across the Scottish public sector are women,<sup>29</sup> indicating significant vertical occupational segregation<sup>30</sup> in public sector professions that are staffed predominantly by women but managed by men.

Diversity on public sector boards is another critical element of women's leadership. Representative boards are more effective, challenge perceptions around public authority, and are symbolically important for women and men within their respective fields. However, latest figures for 2014 show that men accounted for 64% of Scotland's regulated public board members and 79% of board chairs.<sup>31</sup> Scotland now has the power to introduce gender quotas for public boards and we are calling for these to be set at 50%, in order that the Scottish Government's '5050 by 2020' target is met. This should be followed by action to ensure that diverse groups of women, including disabled women, minority ethnic women and older women are proportionally represented on public boards and in senior positions within them.

	Women	Men	Total	% women
Heads of public bodies	23.25 <sup>32</sup>	58.75	82	28.3%

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

<sup>26</sup> We account for 82 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 in sections 2.4 and 2.5), the National Galleries, National Museums, National Library, Creative Scotland, Historic Environment Scotland and sportscotland (included in media and culture), plus three additional bodies identified in the Scottish Political Guide 2017 (General Teaching Council, Fire and Rescue Board and Police Scotland)

<sup>27</sup> Of these 82 public bodies, there are 26 executive non-departmental public bodies (28% women-led), 4 advisory non-departmental public bodies (0% women-led), 7 tribunals (32% women-led), 2 public corporations (0% women-led), 6 government agencies (0% women-led), 7 non-ministerial departments (29% women-led), 8 commissioners and ombudsman (38% women-led), 1 independent professional self-regulating body (0% women-led) and 21 other significant national bodies (33% women-led)

<sup>28</sup> Engender (2017) *Sex and power Scotland 2017*

<sup>29</sup> Scottish Government (2016) *Annual population survey*

<sup>30</sup> Vertical occupational segregation is the gender gap between levels of seniority

<sup>31</sup> Scottish Government (2014) *Women on board: Quality through diversity*

<sup>32</sup> The Scottish Charity Appeals Panel has four chairs

# The civil service

In recent years there has been an increase in women's leadership within Scotland's national and regional civil service. The Scottish Government strategic board is currently comprised of fifteen senior civil servants,<sup>33</sup> of whom ten are women, and women are 45% of senior civil servants within the core Scottish Government. Nonetheless, the female workforce across the Scottish civil service as a whole sits at 54%, representing a significant gap.<sup>34</sup> It is also worth noting that the Scottish Government has one of the smallest gender pay gaps, when compared with UK governmental departments and other devolved administrations, as a result of targeted action to do so.<sup>35</sup> It should now lead by example and ensure that women are proportionally represented across all levels of the organisation.

There has been progress at the top of Scotland's local authorities, although reasons for this are unclear. 41% of chief executive posts are currently held by women as opposed to 28% in 2011. Nonetheless, this still represents a massive shortfall when compared to the local government workforce in Scotland, 68% of which is comprised of women.<sup>36</sup>

	Women	Men	Total	% women
<b>Local authority chief executives</b>	13	18	32	40.6%
<b>Scottish Government strategic board</b>	10	5	15	66.6%
<b>Scottish Government senior civil service<sup>37</sup></b>	61	74	135	45.0%

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

<sup>33</sup> The Scottish Government Permanent Secretary, six Director-Generals, the Chief Scientific Adviser, the Chief Economic Adviser, the Chief Executive of the Crown Office and Procurator Fiscal Service, the Director of Communications and Ministerial Support and three Non-Executive Directors

<sup>34</sup> Office for National Statistics, Civil service 2016 datasets:  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/datasets/civilservicestatistics>

<sup>35</sup> EY (2016) *Senior civil service women's leadership index 2016*

<sup>36</sup> Scottish Government; public sector employment web tables:

<http://www.gov.scot/Topics/Statistics/Browse/Labour-Market/PublicSectorEmployment/PSEwebtables>

<sup>37</sup> These figures are rounded to the nearest ten by the ONS for disclosure reasons; Office for National Statistics, Civil service 2016 datasets:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/datasets/civilservicestatistics>

# Education

A similar story of vertical occupational segregation emerges across educational institutions. In Scotland's public sector, women are 63% of secondary school teachers but only 41% of head teachers.<sup>38</sup> In terms of further education, there has been an increase in the number women heading up colleges in Scotland since 2011, but a drop in university principals.<sup>39</sup> In 2016 only 23% of professors in Scottish Universities were women,<sup>40</sup> pointing to systemic issues with regards to career progression in academia, particularly in certain fields. At present, college staff equality data is not collected centrally in Scotland.<sup>41</sup> 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
<b>Heads of secondary schools</b>	138	198	336	41.1%
<b>Further education college principals</b>	11	15	26	42.3%
<b>University principals</b>	5	14	19	26.3%

\*Sources: Teacher Census 2016, Scotland's political guide 2017 (published by Holyrood), Universities Scotland directly

<sup>38</sup> Scottish Government; teacher census 2016, supplementary data:  
<http://www.gov.scot/Topics/Statistics/Browse/School-Education/teachcenssuppdata/teachcensus2015/teachercensus2016>

<sup>39</sup> Holyrood (2016) *Scotland's political guide 2017*

<sup>40</sup> Correspondence with Universities Scotland; 1953 of Scotland's 2543 professors are men, 590 are women

<sup>41</sup> Equality Challenge Unit (2016) *Equality in colleges in Scotland: statistical report 2016*; the ECU is currently undertaking a national project on college staff equality.

## Health and social care

Health and social care services, and decisions over how they are run, have a major impact on women. This is not only as service users with particular needs and experiences, but as the majority of both older people and unpaid carers in Scotland. Women in Scotland enjoy comparatively good health and access to healthcare by global standards, but do have greater health and social care needs than men over the course of their lives,<sup>42</sup> and various intersecting equality issues compromise women's health and wellbeing. It is estimated that around 70% of unpaid carers are women, despite 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 seven NHS special health boards in Scotland.<sup>43</sup> The Scottish Government also classifies Healthcare Improvement Scotland and the Mental Welfare Commission for Scotland as national health bodies. At present, only one regional health board is chaired by a woman, while 78% of NHS Board Chairs are men. Meanwhile, only 38% of NHS health board chief executives are women, representing a significant gender gap between staff grades across NHS Scotland. In total, 71% of the NHS workforce is comprised of women.<sup>44</sup> 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
<b>Health service chief executives</b>	9	14	23	39.1%
<b>Health service board chairs</b>	5	18	23	21.7%
<b>Health and social care integration joint board chairs<sup>45</sup></b>	9	21	30	30%

\*Sources: Scottish Government website, Scotland's political guide 2017 (published by Holyrood)

<sup>42</sup> Women's Resource Centre (2011) *Women's Equality in the UK: A health check*

<sup>43</sup> Scottish Government: <http://www.gov.scot/Topics/Government/public-bodies/about/Bodies>

<sup>44</sup> Information Services Division (2016) NHS Scotland workforce information; 106,822 women and 31,637 men were employed by the NHS as of March 2016

<sup>45</sup> There are 31 joint integration boards in Scotland; we were unable to verify a 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.<sup>46</sup> 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.<sup>47</sup>

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 one of the sixteen bodies, the advisory non-departmental Mobility and Access Committee for Scotland (MACS), is led by a woman.

	Women	Men	Total	% women
Heads of transport bodies	1	15	16	6.25%

\*Source: Scotland's political guide 2017 (published by Holyrood)

<sup>46</sup> Transport Scotland (2016) *Transport and travel in Scotland 2015*

<sup>47</sup> 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.<sup>48</sup> Conviction rates are low for rape, domestic abuse, trafficking of women for sexual exploitation and female genital mutilation. The sharp rise in custodial sentencing for women over the last decade, at a rate of 66% compared with 25% for men,<sup>49</sup> points to a further set of issues linked to women's under-representation as members of the judiciary in Scotland.

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, 29% of whom are women. This figure has almost doubled since 2011, but evidently there is still a long way to go before parity is achieved. This is highlighted by the low rate of women who are temporary judges, responsible for undertaking the duties of permanent judges when needed. Only two from 21 of these office bearers are women. Meanwhile, sheriffs across 39 courts rule the majority of criminal and civil law court cases in Scotland, and 77% are men.

Police Scotland's executive management team is comprised of the Chief Constable, Scotland's five Deputy Chief Constables (DCC), six Assistant Chief Constables (ACC) and two strategic Directors. Only one DCC position is held by a woman. Despite action to increase diversity in Police Scotland, including the introduction of the hijab as part of its official uniform, 71% of police officer posts are currently occupied by men.<sup>50</sup>

	Women	Men	Total	% women
Judges at the supreme courts	10	24	34	29.4%
Temporary judges at the supreme courts	2	19	21	9.5%
Sheriffs principal	2	4	6	33.3%
Sheriffs	27	99	126	21.4%
Senior police officers	1	14	15	6.7%

\*Sources: Judiciary of Scotland website, Police Scotland website

<sup>48</sup> Engender (2016) *Gender matters manifesto: Twenty for 2016*

<sup>49</sup> Scottish Government (2015) *Prison statistics and population projections Scotland*

<sup>50</sup> Police Scotland (2016) *Quarterly statistics on police numbers*

# 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.<sup>51</sup> Women are particularly affected by public sector cuts and attempts to restrict employment rights, including access to employment tribunals.

There are currently 39 unions representing Scottish workers that are affiliated to the Scottish Trades Union Congress (STUC).<sup>52</sup> At present only 23% of these are led by women. In addition to the four STUC-affiliated unions that are specific to Scotland,<sup>53</sup> a further 23 are listed as having Scottish secretaries, organisers or officials. Women fare marginally better at this level, accounting for 27% of positions in 2016. However, this does not reflect the average female membership of unions affiliated to the STUC, which sits at 43%, or the lack of proportional representation across trade union structures.<sup>54</sup>

	Women	Men	Total	% women
TU general secretaries	9	30	39	23.1%
Scottish secretaries	6	17	23	26.1%

\*Sources: STUC website and directly, union websites

<sup>51</sup> STUC (2016) *Women's voices, women and work, Scotland 2016: women in the trade union movement in Scotland*

<sup>52</sup> Correspondence with the STUC

<sup>53</sup> Scottish Society of Playwrights, Scottish Secondary Teachers' Association, Prison Officers' Association Scotland, Educational Institute of Scotland

<sup>54</sup> STUC (2016) *Women's voices, women and work, Scotland 2016: women in the trade union movement in Scotland*

# 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 the 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 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.<sup>55</sup> 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 is so commonplace and widely accepted that it generally fails to resonate as an equality issue, but this objectification of women's bodies 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 contributes to low awareness of women's inequality and thus to sustaining it.

These trends are reflected in the astonishing male dominance at the helm of Scotland's press. In 2017, every single major newspaper in Scotland is edited by a man. 100% of national broadcaster chiefs, with ultimate responsibility for content, production, and equality and diversity, are also men. The roles that women hold within newspaper editorial teams are also crucial in terms of challenging gendered norms and expectations. For instance, the vast majority of political and business editors in Scotland are men. This is likely to have an influence on content, as well as reinforcing assumptions that politics and business are male domains. We were able to identify twelve political editors currently working on Scottish newspapers, eleven of whom are men.

	Women	Men	Total	% women
<b>Editors of major newspapers</b>	0	16	16	0.0%
<b>Political editors of major newspapers</b>	1	11	12	8.3%
<b>Heads of national broadcasters</b>	0	3	3	0.0%

\*Sources: newspaper websites and direct contact,<sup>56</sup> broadcaster websites<sup>57</sup>

<sup>55</sup> Global Media Monitoring Project (2015) *Who makes the news?*

<sup>56</sup> National newspapers and regional newspapers with circulation of over 50,000; Editors: The Herald, Scotsman and Scotland on Sunday (same editor), Daily Record, Scottish Daily Mail, Scottish Daily Express and Daily Star (same editor), Times (Scottish edition), Telegraph (Scottish Edition), Scottish Sun, National, Courier, Press and Journal, Sunday Mail, Sunday Herald, Sunday Post, Sunday Times Scotland, Scottish Sunday express; we were unable to verify if there are editors for Scottish editions of the Metro and the Morning Star  
Political editors: The Herald, Scotsman and Scotland on Sunday, Daily Record (political editor and Westminster editor), Scottish Daily Mail, Times (Scottish edition), Telegraph (Scottish edition), Scottish Sun, Courier, Sunday Mail, Sunday Herald, Sunday Post, Scottish Mail on Sunday

<sup>57</sup> 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.<sup>58</sup>

‘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. For this initial iteration of our report, we have echoed earlier Sex and Power indices by focussing on major art museums and galleries, and national arts bodies. We have also included large production companies based in Scotland. At present, four from five of Scotland’s national performing arts companies are led by men.<sup>59</sup> Only 19% of major museums and galleries and 0% of production companies with 10 or more core staff are headed by women.

	Women	Men	Total	% women
<b>Directors of major museums and art galleries</b>	4	17	21	19.0%
<b>Directors of national arts and culture bodies</b>	3	7	10	30.0%
<b>Heads of production companies</b>	0	7	7	0.0%

\*Sources: museum and gallery websites and direct contact,<sup>60</sup> Scottish Government website,<sup>61</sup> Film Bang, production company websites and direct contact<sup>62</sup>

<sup>58</sup> Engender roundtable discussion events February and November 2016; Creative Scotland (2016) *Equality, Diversity and Inclusion in the Screen Sector*

<sup>59</sup> The interim chief executive of National Theatre of Scotland is a woman

<sup>60</sup> National Galleries of Scotland, Scottish National Gallery, Scottish National Gallery of Modern Art, Scottish National Portrait Gallery, National Museums Scotland, 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

<sup>61</sup> Scottish Government: <http://www.gov.scot/Topics/ArtsCultureSport/arts/Sponsored-bodies>; 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

<sup>62</sup> 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, MNE TV and Production Attic

# Sport

Women's sport is categorically undervalued and marginalised in Scotland. 99% of sponsorship investment and 95% of media coverage is dedicated to men's sport,<sup>63</sup> 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.<sup>64</sup> 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.<sup>65</sup> 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.

Professional opportunities for women within all levels of sport are extremely restricted. Only 14% of CEO positions across Scotland's national governing bodies are held by women,<sup>66</sup> there is a large gender pay gap within elite sports, men are 82% of qualified sports coaches across the UK,<sup>67</sup> and even at community level investment in girls' sport is hugely unequal.<sup>68</sup> This represents a cycle of inequality that disincentivises women's participation and employment in sports sectors.

	Women	Men	Total	% women
<b>Chief Executives of Scottish governing bodies of sport</b>	3	18	21	14.2%

\*Sources: Sportscotland website and Scottish national body websites<sup>69</sup>

<sup>63</sup> Scottish Women in sport: <http://www.scottishwomeninsport.co.uk/>

<sup>64</sup> Scottish Government (2015) *Active Scotland outcomes: Indicator equality analysis*: 50% of 13-15 girls participate in sport as opposed to 69% of boys, and 45% of women as opposed to 57% of men.

<sup>65</sup> DCMS (2014) *Interim report of the government's women and sport advisory board*

<sup>66</sup> 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

<sup>67</sup> Sports Coach UK (2015) *The coaching panel*

<sup>68</sup> Research Scotland (2016) *Equality and sport research*; Commissioned by sportscotland and EHRC

<sup>69</sup> Sportscotland, Scottishathletics, BADMINTONscotland, basketballscotland, Bowls Scotland, Boxing Scotland, Scottish Canoe Association, Cricket Scotland, Royal Calendonian Curling Club, Scottish Cycling, Scottish Football Association, Scottish Golf, Scottish Gymnastics, Scottish Hockey, Judo Scotland, Netball Scotland, Scottish Rugby Union, Snowsport Scotland, Scottish Swimming, Tennis Scotland, Triathlon Scotland

# **BUSINESS**



# 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,<sup>70</sup> 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.<sup>71</sup>

Lack of gender sensitive working practices across the corporate sector is reflected in the staggering fact that 100% of CEOs of Scotland's 50 'top companies', as identified by Scottish Business Insider, are men.<sup>72</sup> This annual 'top 500' ranking is based on a number of performance indicators, and covers a range of companies that operate in Scotland. For the purposes of this report, we have included the top 50 that are registered or have UK headquarters in Scotland.<sup>73</sup> Each of Scotland's eleven largest businesses, as defined by trading prices on the London Stock Exchange (the FTSE index), also has a male chief executive.

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. In 2015, across Scottish-based firms in the FTSE 100 and FTSE 250 respectively, 75% and 82% of company directors were men.<sup>74</sup> 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.<sup>75</sup> 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
<b>CEOs of FTSE 100 and 250 companies</b>	0	11	11	0.0%
<b>CEOs of Scotland's 'top companies'</b>	0	50	50	0.0%

\*Sources: London Stock Exchange website, the role and contribution of women in the Scottish economy (published by the Scotland Office),<sup>76</sup> Scottish Business Insider

<sup>70</sup> 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*

<sup>71</sup> Scottish Government (2016) *Increasing representation of women on private sector boards in Scotland*

<sup>72</sup> *Business Insider*, January 2016 edition; free subscription needed to access archives

<sup>73</sup> Please contact Engender for the list of 50 companies

<sup>74</sup> Scotland Office (2015) *The role and contribution of women in the Scottish economy*

<sup>75</sup> *ibid*

<sup>76</sup> FTSE 100 companies: RBS, SSE and Standard Life; FTSE 250 companies: Aberdeen Asset Management, Aggreko, AG Barr, Cairn Energy, FirstGroup, Stagecoach Group, Weir Group

## 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 2017. To the best of our knowledge, of 3029 positions researched, 2217 (or 73%) were held by men and 812 (or 27%) were held by women at the time of writing. This means that 703 women 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.

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. Progress has been made in certain sectors, and it is encouraging that women's leadership in politics and at the highest levels of the civil service and judiciary have improved in recent years. However, targeted action will be needed to achieve sustained representation for women over time. 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. This will require commitment, resources and strategic action from government, political parties, public bodies, and private sector employers.<sup>77</sup>

<sup>77</sup> We set out recommendations to this end in our Gender Matters Roadmap, which will be published in 2017





Engender  
1A Haddington Place  
Edinburgh  
EH7 4AE  
0131 558 9596

[info@engender.org.uk](mailto:info@engender.org.uk)  
[www.engender.org.uk](http://www.engender.org.uk)

Twitter: [@EngenderScot](https://twitter.com/EngenderScot)  
Facebook: [/engender](https://www.facebook.com/engender)