

Briefing for Meeting with Policy Leads in Scottish Government

Theme: Addressing Occupational Segregation

The WINNET8 project is reporting at a pivotal time for Structural Funds and it is critical that advancing the policy objectives around growth and competitiveness includes an explicit commitment to gender equality. The Headline vision for Europe 2020, the EU's Growth Strategy for the coming decade is ensuring the EU as a smart, sustainable and inclusive economy.

In Scotland the National Performance Framework sets out to address inequality in recognition that inequality *"detracts from Scotland's economic success and wellbeing"*.

It is Important to highlight that the Equality Statement **Scottish Budget 2011/12** (Pg 9) places significant emphasis on women's role in the labour market:

"Following on from the discussions with the Cabinet Secretary for Finance and Sustainable Growth, EBAG has engaged with the Office of the Chief Economic Adviser to discuss some of the underpinning issues around equality and the economy. In particular the discussion focused on issues relating to women's role and participation in the labour market, the formal and informal economy and the challenge of measurement and economic modelling for this."

WINNET8 also welcomes the Scottish Government decision to Tackle Occupational Segregation as a Ministerial Priority for Equality.

It is clear from research work undertaken by WINNET8, the collation of good practice examples and benchmarking study trips across the 8 EU Member States participating in WINNET8, that Scotland has some excellent examples of good practice in addressing occupational segregation and indeed has 4 examples highlighted in a European Commission Good Practice Guide. They are Close the Gap, Scottish Resource Centre for Women In Science Engineering and Technology, Girl Geeks Scotland and Fife Women's Technology Centre. All of these projects have received ESF or ERDF support through the LUPS Programmes or the former EQUAL Community Initiative.

In order to continue to improve and develop on our work here in Scotland and to influence policy in terms of addressing occupational segregation, at Regional and EU levels, a number of key recommendations have emerged. These recommendations have been developed and refined through the WINNET8 Strategy Group, two High Profile Dissemination and Consultation Events (one of which focused primarily on occupational segregation) and our recent Round Table Events: 5th May Regional Round Table Event and 16th August 2011 – EU West Zone Round Table.

Discussion between the Strategic Representatives of WINNET8 and Scottish Government Representatives from relevant government departments offers us the opportunity to fulfill the aspirations and objectives of Scottish Government. The initial recommendations for discussion with Scottish Government are:

1 The re-establishment of the Cross-Directorate Occupational Segregation Working Group which would focus on:

- Increasing women's participation in segregated sectors and industries
- Increasing Scotland's Growth and Competitiveness

This would be a forum of relevant practitioners, managers and representatives who have knowledge skills, expertise and a vested interest in addressing occupational segregation and promoting growth.

2 Implement gender budget analysis of National Training Programmes – Both Modern Apprenticeships and Training for Work.

Around £80 million invested in these programmes which are still heavily segregated. There is an existing commitment to change the status quo and address the issues of segregation of sectors and allocation of spend. Gender budget analysis would support that.

3 Include occupational segregation in the National Performance Framework –

the National Performance Framework highlights an unequivocal commitment to addressing inequality in socio-economic terms as one of the national outcomes *"inequality diminishes opportunity and life experience and detracts from Scotland's economic success and wellbeing as a nation. Tackling inequalities, therefore, remains our major challenge.* However the subsequent indicators don't take any cognisance of gender and subsequently opportunity to identify or improve this area of inequality is lost

4 Continue to focus activity funded by the Scottish Structural Funds Operational Programmes to tackle occupational segregation and promote gender equality.

Provide Scottish Government funding for projects and initiatives that directly tackle Occupational Segregation and directly contribute to the Government objectives and National Performance Outcomes. In order for the Scottish Government to achieve its objectives around the gender inequalities in education and employment action research and service delivery projects are essential.

5 WINNET8 aims to influence macroeconomic policy and strategy to ensure a gender equality analysis and perspective, in recognition of the significant contribution women's equal labour market participation strengthens social and economic cohesion