

A Fairer Scotland for Women: Gender Pay Gap Action Plan Measurement Framework

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1. Introduction

[A Fairer Scotland for Women: Gender Pay Gap Action Plan](#) outlines the Scottish Government's strategic approach to tackling the gender pay gap in Scotland. The action plan forms part of a range of plans addressing workforce equality, to support our ambition to deliver inclusive growth.

The action plan takes a whole system approach to tackling the complex and inter-related causes of the gender pay gap. It contains over 60 actions addressing drivers at every stage of women's lives from early learning and childcare through to employment in later life. There are multiple sources of data which will indicate where progress is being made. This framework addresses each chapter within the action plan, outlining the outcomes we seek to achieve, mapping these to the sources of data we can use to measure progress on each. It's important to note that while some outcomes can be measured through available datasets, others cannot, and as highlighted in the action plan and accompanying analytical annex, there are a number of areas where data is lacking. Where work is ongoing to establish data sources, this is highlighted in the framework. The approach we have taken seeks to avoid focusing efforts disproportionately on those areas easier to measure, and instead to measure success through ongoing annual progress reports alongside this indicators framework. On the 8 March 2021, we published our [Gender Pay Gap Action Plan Annual Report](#).

The latest Annual Population Survey dataset for January to December 2019 has been used for a number of these measures, particularly in the employment section, therefore they will not show the impact of the COVID-19 pandemic on the labour market which will be captured in the January to December 2020 dataset, available later this year. Once these datasets become available we will provide an update to this indicators document. Employees who received support through the furlough scheme, during 2020 and 2021, will be included in employment in the Annual Population Survey data set in 2020 and 2021. See [section 8](#) for further information on data sources.

2. Ambition

Our overarching ambition is: To continue to reduce the gender pay gap for employees in Scotland by the end of this parliamentary term (May 2021), and to maintain or where possible improve our position relative to the UK as a whole and our international neighbours.

- The Annual Survey of Hours & Earnings (ASHE) data will be used to measure progress in reducing the gender pay gap for employees in Scotland, considering both the full-time gender pay gap, i.e. the difference between male and female full-time hourly earnings (excluding overtime), expressed as a percentage of male full-time hourly earnings (excluding overtime), and the overall gender pay gap, i.e. including part-time and full-time earnings. We will also measure and assess progress across different employment sectors.
- We will also measure progress against the gender pay gap (full-time and overall) relative to the UK as a whole, and the full-time gender pay gap relative to the other nations reporting through the OECD (overall figures are not collected). It is necessary however to apply caution with regard to international comparisons as data collection methodology differs across different administrations. OECD Data estimates are currently available for 2019 only. Where data is not available cells will be in grey.
- We will measure Scotland's overall score from Scotland's first [Gender Equality Index](#) published on the 18 December 2020 and set a baseline against which Scotland will be able to measure its progress towards equality between men and women through time. It is designed to represent gender equality numerically, with a score of one indicating no gender equality and a score of one hundred indicating full gender equality.

To achieve these ambitions, our actions align with our [Fair Work Action Plan](#), which sets out how workers in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society by 2025.

Purpose

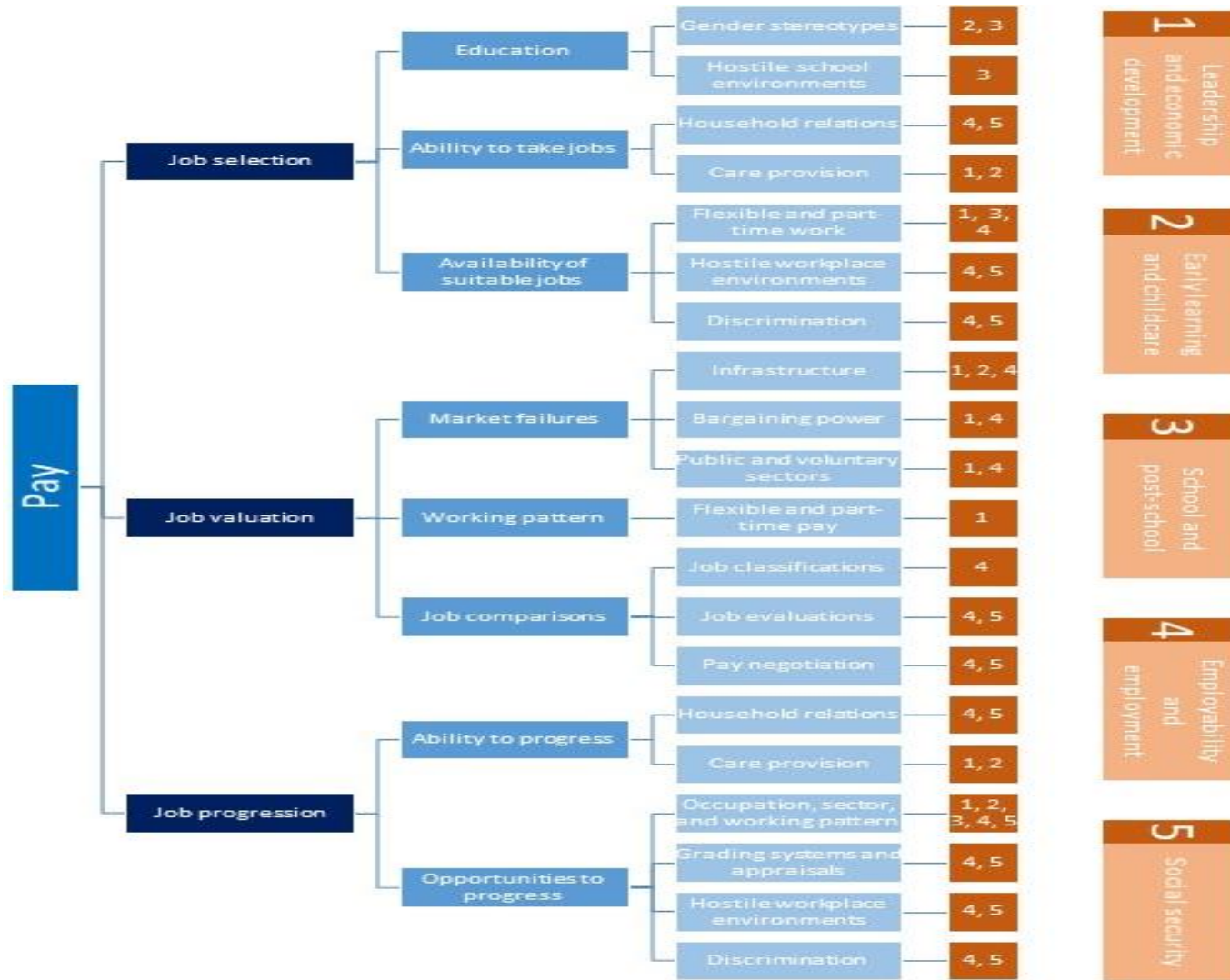
Our overall purpose is: To help create a fairer and more successful country, with opportunities for all of Scotland to flourish through sustainable and inclusive economic growth (Labour Market Strategy).

Driving Change

As outlined in our action plan, we intend to drive this change through taking action across the range of Scottish Government policy responsibilities working together with; local government, public bodies, enterprise agencies, businesses, voluntary organisations and people living in Scotland, and where appropriate learning from international examples. Our actions include:

- Promoting gender equality within early years, schools, colleges, universities, employability programmes, the labour market, businesses, and social security.
- Driving both more immediate and long term change include addressing; gender stereotyping, sexual harassment, and other labour market and care inequalities
- Encouraging and supporting employers to tackle the causes of the gender pay gap within their own organisations.
- Developing data on gender equality through the Gender Index and improving the intersectional data available to inform policy across national and local government.

3. Logic Model



The model above was developed as part of the research and analysis undertaken to inform the direction and rationale behind the actions developed in the action plan. The model breaks down the factors which shape the determinants of pay into the three areas of job selection, job valuation and job progression. The key factors identified in shaping determinants of pay include diverse conditions, from across the life of Scotland’s workers, for example addressing gender stereotyping, the school environment, and public provision of care and household relations.

In order to ensure that the measurement of progress towards the action plan reflects and is consistent with the analysis used to develop the action plan, we have mapped outcomes to each of the themed chapters in the [Gender Pay Gap Action Plan](#), identified indicators to measure progress and linked these to the factors that shape the determinants of pay.

Inevitably some outcomes are easier to measure than others, and as previously mentioned, our intention has been to ensure that we do not allocate disproportionate attention to those outcomes which are easier to measure, but instead look further to find new approaches to measure

* To note: the logic model was developed at an early stage of the action plan's development, and the structure was further developed, with a couple of the chapters outlined in the model, further broken down into individual chapters, for example leadership and economic development.

4. National Outcomes

The actions outlined in the [Gender Pay Gap Action Plan](#) will also contribute to achieving the national outcomes set out in the National Performance Framework.

The outcomes:

- reflect the values and aspirations of the people of Scotland;
- help to track progress in reducing inequality; and
- are aligned with the following United Nations Sustainable Development Goals



We will measure impact across the following range of National Performance indicators (which will also be broken down by gender, where possible). These breakdowns are published by the Scottish Government in the [National Performance Framework Data Explorer](#)

These are mapped to the relevant outcomes in the following:

- The difference between male and female full-time hourly earnings, expressed as a percentage of male full-time hourly earnings
- Percentage of workers earning less than the Living wage
- Contractually secure work
- Percentage of employees whose pay is affected by collective agreement
- Gap between male and female employment rate
- Skills underutilisation – this indicator is reported on by business and data is not available broken down by gender so will not feature in this document.
- Percentage of employees who received on the job training in the last 3 months
- Proportion of adults aged 16-64 years with low or no qualifications (SCQF level 4 or below)
- Percentage of 16-19 year olds participating in education, training or employment
- The proportion of individuals living in private households with an equivalised income of less than 60% of the UK median after housing costs (disaggregated by gender)

5. Indicators Framework

Overall Ambition

Outcomes: The Gender Pay Gap for workers in Scotland is reduced by the end of this parliamentary term (May 2021) and Scotland’s position relative to the UK as a whole and our international neighbours is maintained or, where possible, improved.

Measuring Success: The Annual Survey of Hours & Earnings (ASHE) data will be used to measure progress in reducing the gender pay gap for employees in Scotland, considering both the full-time gender pay gap, i.e. the difference between male and female full-time hourly earnings (excluding overtime), expressed as a percentage of male full-time hourly earnings (excluding overtime) and the overall gender pay gap, i.e. including part-time and full-time earnings. We will also measure progress against the gender pay gap (full-time and overall) relative to the UK as a whole, and the full-time gender pay gap relative to the other nations reporting through the OECD (overall figures are not collected). It is necessary however to apply caution with regard to international comparisons as data collection methodology differs across different countries. There is also a time delay of the publication of International data and therefore 2020 data is not yet available.

ASHE estimates for 2020 are subject to more uncertainty than usual as a result of the challenges ONS faced in collecting the data under government-imposed public health restrictions. Further details can be found in the Measuring the Data section of the ONS bulletin - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#measuring-the-data> Please see [Section 8](#) - Data Sources section below for further information regarding the ASHE data.

Actions	Indicator	Baseline Scotland	Scotland latest figures	UK latest figures	Source
All actions will contribute to our overall ambition to reduce the gender pay gap in Scotland.	Gender Pay Gap – F/time employees - Median (per cent)	7.2 (2019)	3.0 (2020)	7.4 (2020)	ASHE (Annual Survey of Hours and earnings), ONS
	Gender Pay Gap – F/time employees - Mean (per cent)	9.7 (2019)	7.5 (2020)	11.5 (2020)	
	Gender Pay Gap – All employees - Median (per cent)	14.4 (2019)	10.9 (2020)	15.5 (2020)	
	Gender Pay Gap – All employees - Mean (per cent)	13.0 (2019)	10.4 (2020)	14.6 (2020)	
	Gender Pay Gap in Scotland in relation to the OECD countries	Scotland is ranked 26 th lowest out of 37 countries (2019)		UK is ranked 29 th lowest out of 37 countries (2019)	OECD Gender Wage Gap (Based on full-time gross weekly employee earnings)
	Gender Equality Index Score	73 (2020)			Gender Equality Index

Leadership

Outcome: Scottish Government demonstrates leadership by reducing our own Gender Pay Gap, and the Gender Pay Gap within the public sector in Scotland, and policy making including budget allocation, is increasingly informed by intersectional gender competence.

Measuring Success: For many of the actions included in this chapter there are no meaningful data sets. Success will be measured for these through a combination of progress on specified outputs and stakeholder feedback and reported annually in the narrative in our 12 month update report, for example progress made towards the PSED Review and the feedback from stakeholder groups on the perceived value of changes made.

Annual Population Survey (APS) data is currently available for January – December 2019 only. Information for January 2020 will become available later in 2021. Once these datasets become available we will provide an update to this indicators document.

Actions	Indicator	Baseline	Yr 1	Source
Work with our Non Departmental Public Bodies and Agencies through our Sponsorship teams to reduce their own gender pay gaps and to tackle the overall gender pay gap, including specific issues faced by women who have other protected characteristics, such as disabled women within Scotland's labour market through their service delivery.	Gender Pay Gap for public sector employees – Full-time - Median (per cent)	6.3 (2019)	4.9 (2020)	ASHE
	Gender Pay Gap for public sector employees – All - Median (per cent)	11.6 (2019)	10.4 (2020)	ASHE
	Percentage of total public sector employment who are women (16+)	66.1 (2019)		Annual Population Survey
	Percentage of total public sector employment who are disabled women (16-64)	9.7 (2019)		Annual Population Survey

	Percentage of total public sector employment who are minority ethnic women (16+)	1.9 (2019)		Annual Population Survey
	Percentage of total public sector employment who are women aged 50+	24.0 (2019)		Annual Population Survey
	Percentage of regulated public appointments made to women	50 (2019)		<u>Ethical Standards Commissioner data</u>
Undertake an Equal Pay Audit to help us to understand the causes of the Scottish Government's own gender pay gap.	SG Gender Pay Gap – Mean full-time equivalent (per cent)	3.39 (2019)	3.12 (2020)	<u>SG Equality Outcomes & Mainstreaming Report 2019</u>
	SG Gender Pay Gap – Median full-time equivalent (per cent)	3.49 (2019)	2.84 (2020)	<u>SG Equality Outcomes & Mainstreaming Report 2020</u>

Employment

Outcome: Women are better able to enter, progress and return to high quality, well paid employment commensurate with their skill levels.

Measuring Success: There are no reliable datasets with which to measure progress towards addressing pregnancy & maternity discrimination experienced in the workplace, and improving the experience of survivors of domestic abuse and women transitioning through menopause in the workplace. Several other actions are discrete and therefore don't require ongoing measurement. Progress towards these actions will be measured through a combination of the reporting on actions taken and stakeholder feedback and included in the narrative of our 12 month update. The Women Returners Programme was paused in 2019/19 due to BREXIT uncertainties and then the onset of COVID. Additional work being taken forward to support women out-with the application process may not be recorded here. We have provided data on the number of Scottish Business Pledge members in 2019 and 2020 below. Business Pledge members who made their commitment prior to the refresh (698 members as below) must transition to the new criteria, including the Gender Pay Gap criteria, by the 1 September 2021.

Actions	Indicator	Baseline	Yr 1	Source
Support women to stay in or return to work after a career break at levels commensurate with their abilities and experience through our planned £5m three-year Women Returners Programme. This programme will have a particular focus on supporting women with other protected characteristics, for example older women, disabled women, minority ethnic women; and focus on sectors where women are significantly underrepresented.	Number of women supported under the SG Women Returners programme, Target 2,000 over 3 years.	0 (2019)	318 (2020)	Internal SG Monitoring data.
	Employment rate for women with dependent children. (per cent)	77.3 (2019)	81.0 (2020)	Employment rate of Women living with and without dependent children Labour Force Survey , ONS data (Jan-Mar)
	Gender Employment Gap (Men percentage points above women)	6.3 2019 (men 78.0% vs. women 71.7%) (2019)		Annual Population Survey

	Number of women in employment (16+)	1,300,500 (2019)		Annual Population Survey
	Women's employment rate (16-64) (per cent)	71.7 (2019)		
	% of women in full-time employment (16+)	58.9 (2019)		
	% of women in part-time employment (16+)	41.1 (2019)		
	Female Economic Inactivity rate (16-64 years) (per cent)	25.9 (2019)		
	% female Inactivity due to looking after family or home (16-64 years)	27.7 (2019)		
	Women employment rate (%) 16-24 years	58.4 (2019)		
	Women's employment rate (%) 50+ years	37.0 (2019)		
	Minority ethnic Women's employment rate (%) 16-64 years	51.1 (2019)		

	<p>Employment rate for Women with a disability (%) 16-64 years</p> <p>Minority ethnic Women's economic inactivity rate (%) 16-64 years</p> <p>Economic inactivity rate for Women with a disability (%) 16-64 years</p> <p>Geographic area. gap in female employment rate between lowest and highest</p> <p>The number of full-time employees in high paid positions (Women's employment share of Managers Directors and Senior Official and Professional occupations)</p>	<p>50.6 (2019)</p> <p>45.1 (2019)</p> <p>45.6 (2019)</p> <p>19.9 percentage points (Lowest: 65.5% North Ayrshire Highest: 85.4% Na h-Eileanan Siar) (2019)</p> <p>50.5% (full-time) 2020</p>		
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Continue to support the adoption of the Fair Work Framework, which aims to address gender inequality across all dimensions of work – opportunity, security (including pay), fulfilment (including skills acquisition and deployment), respect and voice – and encourage application of the Framework through Fair Work First, our new approach to encouraging Fair Work practices among employers that receive Scottish Government funding.	Percentage of women workers earning less than the real living wage (18 years and above)	19.4 (2019)	16.4 (2020)	<u>NPF - Employees on the living wage</u>
	Percentage of women workers in contractually secure (permanent work)	94.7 (2019)		Annual Population Survey
	Percentage of women employees whose work is affected by collective agreement	41.5 (2019)	37.1 (2020)	<u>NPF - Employee Voice</u>
	Percentage of women living with a partner who kept all/most of their own income	40 (2019)		Scottish Social Attitudes Survey
	Proportion of women living in workless households – a households where one person is aged 16-64 years and no-one aged 16 or over in employment	13.1 (2019)		Annual population Survey Households data set

	Total number of Scottish Business Pledge (SBP) members	698 (2019)	890 (2020)	SG internal monitoring data
	Number of SPB members that have signed up under the Gender Pay Gap criteria	n/a	248 (2020)	
Fund Family Friendly Working Scotland 2019-20	Percentage of women with a flexible working arrangement	28.1 (2019)	30.0 (2020)	Labour Force Survey (Oct-Dec in each year)
Revised to 'Support employers to adopt Flexible Working practices in Scotland including working from home during and post pandemic'				

Early Learning & Childcare

Outcome: Women are able to access high quality, flexible and affordable childcare which promotes gender equality and enables women to return to workforce.

Measuring Success: There are no current reliable data sets with which to measure the success of actions to address gender stereotyping within ELC settings, or the increased affordability and flexibility of childcare. Progress on actions to address gender stereotyping in childcare settings will be included in the body of the annual update. As a result of the COVID-19 pandemic, the statutory duty on local authorities to provide 1,140 hours of early learning and childcare from August 2020 was suspended. A revised implementation date of August 2021 has now been set. Data will reflect the pausing of some strands of policy work in 2020 due to the childcare sector facing significant challenges due to the COVID-19 pandemic, and having to respond to those, in partnership with Scottish Government. Some of the actions in this chapter are longer-term actions to be undertaken in 2020-22, or by 2024. For some indicators it has not been possible to provide estimates for Standard Industrial Classification '88.91 Child Day Care Activities' and so estimates are provided for the larger overarching Industry sector '88.9 Other social work activities without accommodation'.

Actions	Indicator	Baseline	Yr 1	Source
Continue to work in partnership with education and training providers and the third sector to test new ways to encourage men into the early learning and childcare sector, supporting our efforts to diversify the workforce.	Number of male Modern Apprentice starts in Social Services (Children and Young People)	134 (2018/19)	160 (2019/20)	SDS Data - MA Starts, Intraining, Leavers and Achievements broken down by Framework and Local Authority 2018-19 SDS Data - MA Starts, Intraining, Leavers and Achievements broken down by Framework and Local Authority 2019-20
	Number of males achieving in Modern Apprenticeships in Social Services (Children and Young People)	43 (2018/19)	72 (2019/20)	
	Number of male Modern Apprentice starts in Social Services (Children and Young People) Technical Apprenticeship	12 (2018/19)	13 (2019/20)	

	Number of males achieving in Modern Apprenticeships in Social Services (Children and Young People) Technical Apprenticeship	0 (2018/19)	10 (2019/20)	
	Proportion of ELC employment accounted for by men	21.7 (2019)		Annual Population Survey Standard Industrial Classification 2007 88.9 Other social work activities without accommodation. (This includes 88.91 Child Day Care Activities, 88.99 Other social work activities without accommodation)
Ensure successful implementation of the 'real' Living Wage commitment for funded provider settings from 2020 that forms part of the new Funding Follows the Child approach, and build on this with a more ambitious target around pay to be set thereafter.	Proportion of ELC workers (aged 18 or above) receiving the real living wage and above	55.6 (2019)	43.6 (2020)	ASHE Standard Industrial Classification 2007 88.91 Child Day-care Activities
	Increase in the number of real Living Wage accredited providers	11 (2019/20)		Poverty Alliance data

	Number of uplifts in ELC (term used by Poverty Alliance relating to the amount of workers gaining an uplift in wages to the real Living Wage because of their employer becoming accredited).	180 (2019/20)		Poverty Alliance data
	Annual percentage pay growth in the sector (full-time hourly)	2018-2019 6.0	2019-20 -6.2	Annual Survey of Hours and Earnings Standard Industrial Classification 2007 88.9 Other social work activities without accommodation. (This includes 88.91 Child Day Care Activities, 88.99 Other social work activities without accommodation)

Schools

Outcome: Children in Scotland will receive an education which challenges gender stereotyping, and encourages them to pursue study which matches their interests and skills, resulting in more balanced participation in courses which are traditionally seen as ‘for boys’ or ‘for girls’, thus challenging later occupational segregation .

Measuring Success: The overall impact of the actions in this chapter can be measured through attainment figures. We will report on progress towards individual actions on addressing stereotyping in education and addressing sexual harassment in schools in the narrative of our 12 month update, alongside measuring overall progress towards challenging gender segregation in education as below. The indicator below is used in the STEM strategy ([KPI IIIb](#)), for which 2017 SQA data is the baseline year. Prior to that, female passes in Physics had declined from 2,262 in 2014 to 1,899 in 2017 - with some variations across the years. Since 2017, they have remained broadly static, decreasing slightly in 2018, and increasing slightly in 2019 to 1,867. For computing, female passes declined from 670 in 2014 to 496 in 2017 - again, with variations from year to year - and decreased to 452 in 2019. In 2020, assessment methods were based on teacher estimates as a result of the COVID-19 pandemic. This means that passes in 2020 are not directly comparable to previous years as an indication of improvement. In 2020, there were 604 female passes in Computing and 2,099 passes in Physics.

Action	Indicator	Baseline	Yr 1	Source
Accelerate progress on the Developing Young Workforce (DYW) Strategy interventions to reduce gender imbalance and undertake a practice and improvement evaluation of the equality outcomes in Developing Young Workforce. This will involve the development of an evidence base of existing practice, the identification of good practice and the sharing of this across schools, colleges and the DYW Regional Groups.	Improve the gender balance in attainment in key STEM related subjects at SCQF level 6 by increasing the number of females passing Physics and Computing by 2022			Scottish Qualifications Authority (SQA) attainment statistics
	Number of females passing Physics*	1,867 (2019)*	2,099 (2020)	
	Number of females passing Computing*	452 (2019)*	604 (2020)	

*2017 is the baseline year for the STEM indicator, see narrative in measuring success for data from 2017.

Post School & Skills Training

Outcomes: Young people in Scotland receive post-school and skills training which challenges gender stereotyping and are encouraged to pursue study which reflects their interests and skills, resulting in more balanced participation in courses which are traditionally seen as ‘for girls’ and ‘for boys’, thus challenging later occupational segregation. Further and higher educational institutions will also take action to address their own gender pay gaps, including addressing the gender imbalance in senior positions, particularly for women with additional protected characteristics.

Measuring Success: The impact of many of the actions in this chapter relate to more gender-balanced take-up of courses traditionally associated with men/ women and can be measured by apprenticeship and Further & Higher Education data. We are working closely with Skills Development Scotland to agree new equality targets for apprenticeships from 2021/22 as their existing Apprenticeship Equality Action Plan (EAP), which is measured against the Developing the Young Workforce Programme equality indicators, comes to an end this year. The target currently measured against in the EAP is to reduce the percentage % of MA Frameworks where gender balance is 75:25 or worse to 60%. When new equality targets are finalised, we will include in the next update of this document. We will report on progress towards individual actions in the narrative of our 12 month update. In the 2019/20 academic year the Higher Education Statistics Agency (HESA) implemented a new subject coding system for Universities, the Higher Education Classification of Subjects (HECoS). As such subject data prior to 2019/20 is not directly comparable.

Action	Indicator	Baseline	Yr1	Source
Work with SDS and Scottish Apprenticeship Advisory Board (SAAB) to review and implement recommendations from the SAAB Gender Commission to address gender imbalance in apprenticeships.	Percentage of male starts in apprenticeships in frameworks traditionally associated with the opposite sex. E.g.			
	<ul style="list-style-type: none"> • Business and Administration 	34.5 (2018/19)	29.5 (2019/20)	SDS Data - MA Starts, Intraining, Leavers and Achievements broken down by Framework and Local Authority 2018-19
	<ul style="list-style-type: none"> • Social Services and Healthcare 	14.1 (2018/19)	15.2 (2019/20)	SDS Data - MA Starts, Intraining, Leavers and Achievements broken down by Framework and Local Authority 2019-20

	<p>Percentage of female starts in apprenticeships in frameworks traditionally associated with the opposite sex. E.g.</p> <ul style="list-style-type: none"> • Construction: Building • Engineering • IT and Telecommunications 	<p>2.2 (2018/19)</p> <p>5.3 (2018/19)</p> <p>16.3 (2018/19)</p>	<p>2.6 (2019/20)</p> <p>6.6 (2019/20)</p> <p>15.5 (2019/20)</p>	
<p>Work with the SFC to learn from the development and publication of institutional Gender Action Plans and identify good practice and areas for improvement to inform the next phase of work to address gender inequality, particularly that faced by women with other protected characteristics.</p>	<p>Percentage of men and women achieving qualifications in subjects traditionally associated with the opposite sex.</p> <p>Percentage of women achieving in Engineering and Technology</p> <p>Percentage of women achieving in Computing</p> <p>Percentage of women achieving in Mathematical Sciences</p>	<p>22.1 (2019/20)</p> <p>25.0 (2019/20)</p> <p>47.1 (2019/20)</p>		<p>Figure 17 - HE qualifications obtained by CAH level 1 subject and sex 2019/20 HESA</p>

	Percentage of women achieving in Architecture, Building and Planning	42.3 (2019/20)		
	Percentage of men achieving in Education and Teaching	23.8 (2019/20)		
	Percentage of men achieving in Creative Arts and Design	32.4 (2019/20)		
	Percentage of men achieving in subjects allied to Medicine	17.4 (2019/20)		
	Gender pay gaps in education sector	5.7 (2019)	-0.1 (2020)	ASHE (SIC P Education)
Ask the SFC to work with the colleges, universities and the relevant trade unions to address both horizontal and vertical occupational segregation in their workforce, in line with their Public Sector Duties, with the aim of supporting women, including those with other protected characteristics, to progress into more senior roles.	Number of female professors from ethnic minority communities in Scotland	25 (2018/19)	40 (2019/20)	HESA Staffing data
	Total female Professors	625 (2018/19)	705 (2019/20)	HESA Staffing data, Scottish Government analysis
	Total female Other senior academic	195 (2018/19)	195 (2019/20)	

Employability and Social Security

Outcome: Women are equally able to access high quality employability advice and support, tailored to their specific needs. Women’s income inequality is not exacerbated by barriers to access social security benefits, and the impact of the UK’s social security reform programme on women will continue to be monitored and where possible ameliorated.

Measuring Success: Progress towards the actions in this chapter will be included in the narrative in our accompanying 12 month update report. We will work to further develop metrics, from available data sets, throughout the 2021 – 22 reporting period.

Economic Development

Outcome: Recognising that economic inequality limits Scotland’s overall economic development, gender considerations, planning and investment increasingly shapes economic policy making and economic development operations.

Measuring Success: All but one of the actions in this chapter do not have reliable data sets with which to measure success. Progress towards the actions in this chapter will be included in the narrative of our 12 month update. We are investigating the potential for an indicator to measure investment in ELC and Social Care, with a view to include the results of this work in the next update of this document.

Action	Indicator	Baseline	Yr 1	Source
Develop an approach to treat investment in childcare and social care as economic infrastructure.	Increase in the number of real Living Wage accredited ELC providers	11 (2019/20)		Poverty Alliance data
	The percentage of employees (aged 18 or above) in the ELC and social care sectors receiving the RLW in Scotland	76.6 (2019)	74.3 (2020)	Annual Survey of Hours and Earnings Standard Industrial Classification 2007 88.9 Other social work activities without accommodation. (This includes 88.91 Child Day Care Activities, 88.99 Other social work activities without accommodation)

As per the Fair Work Action Plan - work with the Convention to help embed fair work practices in the health and social care sector. This will be informed by the Fair Work Convention's Social Care Inquiry Report.	Increase in the number of RLW accredited Social Care providers	16 (2019/20)		Poverty Alliance data
	The percentage of Social Care workers (aged 18 or above) receiving the RLW in Scotland.	75.2 (2019)	94.5 (2020)	Care workers and home carers Standard Occupational Classification 2010: 6145 Care Workers and Homecarers. (6146 Senior Care Workers are excluded) ASHE
	Number of uplifts in Adult Social Care (term used by Poverty Alliance relating to the amount of workers gaining an uplift in wages to the real Living Wage because of their employer becoming accredited).	658 (2019/20)		Poverty Alliance data
Increase the number of women entrepreneurs in Scotland	Proportion of adult working age women that are actively trying to start a business, or that own and manage a business that is less than three and a half years old	5.5 (2019)		Global Entrepreneurship Monitor UK Monitoring Report

6. Collating & reporting performance data

Data outlined above will be collated on an annual basis and published alongside the 12 month progress update which will be presented to Parliament each Spring. As the different data sources are collected to varying timetables, some data may not be available at time of publication, and will be included later.

7. Aligned Plans / Programmes

Tackling the causes of the gender pay gap requires cross Government action. This Action Plan is closely aligned to the following policy frameworks:

- Economic Action Plan
- Fair Work Action Plan
- A Fairer Scotland for Disabled People – Employment Action Plan
- Tackling Child Poverty Delivery Plan
- Review of Employability Services in Scotland
- Race Equality Action Plan
- Fairer Scotland Action Plan
- Equally Safe Delivery Plan
- Fair Work Convention Framework
- STEM Education and Training Delivery Plan
- A Blue Print for 2020: the expansion of early learning and childcare in Scotland Action Plan.
- Early Learning and Childcare Service Model for 2020
- Early Learning and Childcare Workforce Delivery Plan 2018
- Skills Investment Plan for Scotland’s Early Learning and Childcare sector.
- Developing the Young Workforce : Scotland Youth Employment Strategy.
- Career Education Standard
- Developing Young Workforce : Work Placement Standard
- Delivering Excellence and Equity in Scotland Education : A Plan for Delivery
- Apprenticeship Policy
- Scottish Funding Council Gender Action Plan
- The 15-24 Learner Journey Review

Skills for Scotland : accelerating the recovery and increasing sustainable economic development.

8. Data Sources

Annual Survey of Hours and Earnings, ONS

The Annual Survey of Hours and Earnings (ASHE) is the official source of UK earnings estimates including the gender pay gap and living wage. ASHE data is published annually and is based on a 1% sample of the Pay As You Earn system (PAYE). All estimates for 2020 are provisional.

Statistics in the latest ONS release (based on the Annual Survey for Hours and Earnings (ASHE) 2020) relate to the pay period that includes 22 April 2020, at which time approximately 8.8 million employees across the UK were furloughed under the Coronavirus Job Retention Scheme (CJRS); the estimates in the release include furloughed employees and are based on actual payments made to the employee from company payrolls and the hours on which this pay was calculated, which in the case of furloughed employees are their usual hours.

Furloughed employee jobs received 80% of normal pay from the scheme, to a maximum £2,500 a month. Employers were able to top up employees' pay, but they were not required to; the Office for National Statistics (ONS) has estimated that approximately a half of employees had their pay topped up.

ONS advise ASHE estimates for 2020 are subject to more uncertainty than usual as a result of the challenges faced in collecting the data under government-imposed public health restrictions. Further details can be found in the Measuring the Data section of the ONS bulletin - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#measuring-the-data>

ONS also state that evidence from the ASHE and the Labour Force Survey (LFS) suggests that coronavirus (COVID-19) factors did not have a notable impact on the UK gender pay gap in 2020, and that changes reported in this bulletin reflect underlying employment patterns.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

The full ASHE publication and associated tables are published by ONS at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Further earnings estimates for Scotland sourced from the Annual Survey of Hours and Earnings are published on the Scottish Government website: <https://www.gov.scot/publications/annual-survey-of-hours-and-earnings-2020/>

Annual Population Survey, ONS

The Annual Population Survey (APS) is the primary source for information on local labour markets. It combines results from the Labour Force Survey (LFS) and the English, Welsh and Scottish Labour Force Survey boosts. The boost increases the sample size in Scotland, which means the APS can provide more robust labour market estimates for local areas compared to the main LFS.

The Scottish Government funds the boost to the LFS sample in Scotland, taking the sample size from approximately 5,000 households each year to 17,000 households. Level and rates provided are estimates, therefore they are subject to sampling error.

All estimates included in this document from the Annual Population Survey are for January to December 2019 and therefore precede the introduction of government policies in relation to the Covid-19 pandemic (March 2020 onwards). Some of the impact of the Covid-19 pandemic on the labour market will be captured in the January to December 2020 dataset which will be available later this year. Once these datasets become available we will provide an update to this indicators document to include.

ONS are considering the inclusion of a skills mismatch variable in the Annual Population in future which will be considered for inclusion in future versions of this indicator documents.

Further analysis of Scotland's labour market sourced from the Annual Population Survey can be found within the Scotland's Labour Market: People, Places and Regions – Statistics from the Annual Population Survey publication on the Scottish Government website:

<https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/>

The official source for employment in the public sector at national and regional level is the Quarterly Public Sector Employment series (QPSE):

<https://www.gov.scot/collections/labour-market-statistics/#publicsectoremployment>

The Annual Population Survey is used to provide estimated breakdowns of the Public Sector.