



Strathclyde Partnership for Transport

Equality and Diversity Monitoring Report 2023



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1. INTRODUCTION

SPT remains committed to meeting its obligations under the Equality Act 2010 and subsequent Public Sector Equality Duties. SPT continues to work to identify improvements to how it gathers and analyses data from our workforce.

This is SPT's sixth Equality and Diversity Monitoring Report, with the last report issued in April 2021 reflecting data as at 31 December 2020. In order to consistently assess progress and ensure compliance with SPT's governance, as well as external reporting requirements, this report is based upon data at 31 December.

SPT regularly monitors the profile of our staff to meet our legal obligations and in line with good practice. Monitoring and analysis also informs our equality impact assessments.

Efforts to build a more comprehensive data set have continued. The Equality Monitoring survey undertaken in November 2022 achieved a good response rate of 62% and, perhaps more importantly, many more staff chose to share their personal data against each of the protected characteristics which is testament to our efforts to increase staff confidence in how this data is used. This also means that our analysis has fewer gaps where data is 'not known', notwithstanding the fact that some staff 'prefer not to say' which category applies to them, as is their prerogative.

2. PURPOSE OF THIS REPORT

The purpose of this report is to provide evidence of progress against SPT's Equality Outcomes and to set out the results of employment monitoring over the year from 1 January to 31 December 2022.

The report focuses on the main protected characteristics of age, caring responsibilities, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.

3. STAFF IN POST

SPT had 463 employees (447 full time equivalents) as at 31 December 2022. This is a reduction of 11 employees compared to our previous Equality and Diversity Monitoring report in 2021 when we had 474 employees.

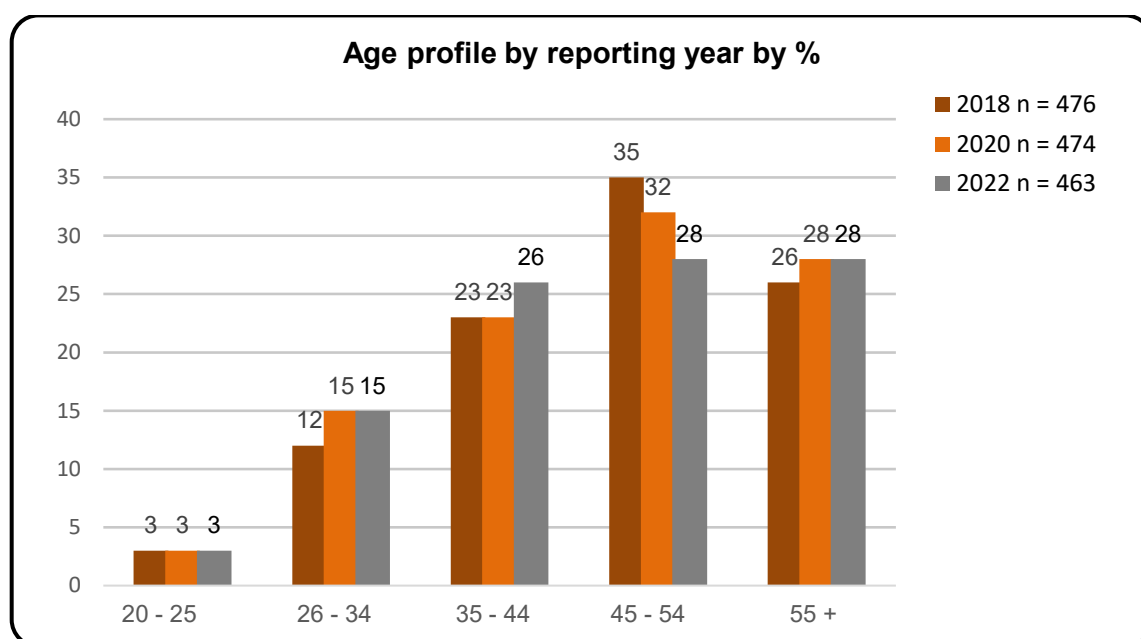
ANNUAL STATISTICS FOR PROTECTED CHARACTERISTICS

4. AGE

SPT's overall staff profile in terms of age has remained relatively static over the last few years. Staff within the 35-44 and 45-54 age groups represent 54% of the total workforce compared to 55% in our 2021 report, a reduction of 1% and staff within the 45-54 and 55+ age groups represent 56% of the total workforce compared to 60% in our 2021 report, a reduction of 4%.

Figure 1 below confirms that the overall ageing workforce profile has not changed significantly since our report in 2021; 28% of the workforce fall into the 55+ age group, identical to the 2021 report. The 20-25 and 26-34 age groups remain the same at 3% and 15%. The 35-44 age group has increased by 3%, the 45-54 age group has decreased by 4% with the 55+ age group unchanged.

Figure 1 - Age profile by reporting year by %



UK government statistics show that there is an ageing workforce in the UK as a whole. This is due to a number of contributory factors including changes to state pension age, the removal of the compulsory retirement age, general societal pressures and the fact that people are living longer.

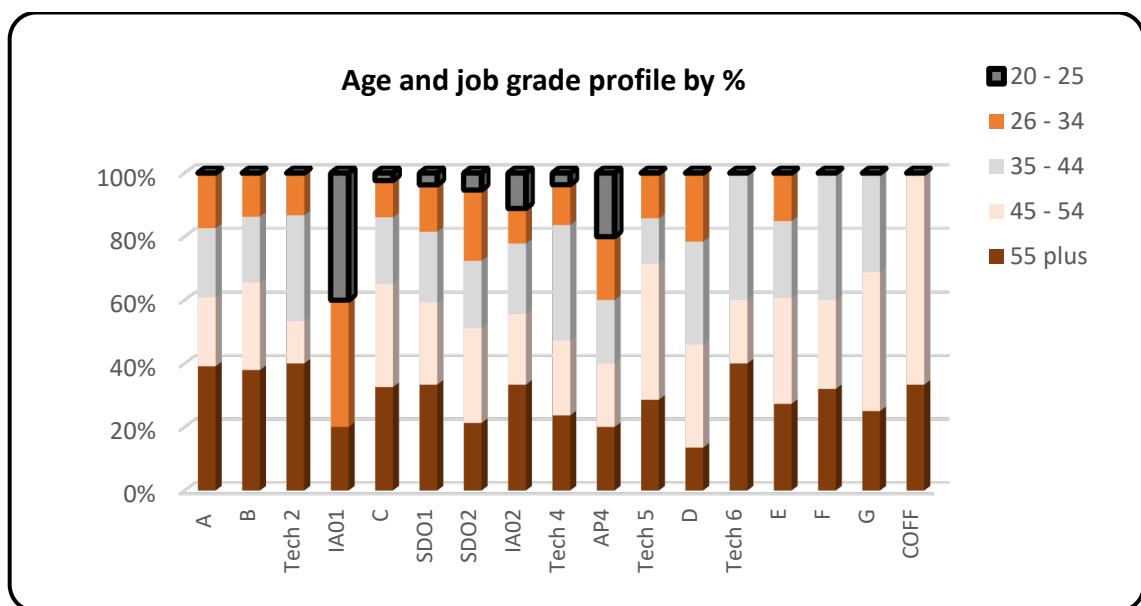
Employment statistics for workers aged 50 and over published by the Department of Work & Pensions in September 2022 show that employment of workers over 50 has grown significantly in the past decades with 70.7% of the working population aged over 50 at June 2022¹.

SPT is developing long term resource plans to ensure continuity in terms of skills and knowledge, within its operational teams in particular, as many staff approach traditional retirement age.

4.1 Age and Job Grade

Figure 2 below shows that there have been significant changes since our report in 2021 in terms of our ageing workforce in specific roles. Within our Operations technical grade Tech 5 the proportion of staff in the age 55+ category has reduced from 71% to 28%. Within our Permanent Way infrastructure grades, IA01 and IA02 the proportion of staff in the age 45 and over category has reduced from 50% to 20% and 70% to 55% respectively.

Figure 2 - Age and job grade profile by %



The 20-25 age group is mainly represented in lower grades throughout SPT. SPT is similar to many organisations in the UK in that it typically seeks work experience in addition to qualifications and does not often recruit directly from education institutions.

4.2 New Starts

SPT appointed 66 employees to our workforce in the year to 31 December 2022. Most of our new starts (64%) (n=42) came from the 26-34 and 35-44 age groups. 10% of our new employees came from the youngest 20-25 age group (n=6).

In terms of contract type, 98% (n=65) of our new staff joined on a permanent, full-time basis. 1 person joined on a temporary full-time basis.

The e-Recruitment system enables SPT to closely monitor candidate data with more accuracy than ever before. Young people are just as likely to be selected for roles in SPT as any other group based on objective criteria such as skills and experience. In the 2021 Report, this age group represented 10% of applications. The percentage of new starts in the 20-25 age group has remained static at 10% in 2022.

4.3 Leavers

Staff leave SPT for a number of reasons including career progression, alternative employment, retirement including early retirement, medical retirement and end of contract. 74 people left SPT during 2022, including 19 retirements (26% of all leavers). Of those who left, the proportion of leavers who resigned increased from 38% in 2020, to 69% in 2022 whilst there has been a decrease in the number of people leaving at the end of their fixed term contracts (from 2% to 1%).

In terms of age distribution, Table 1 below shows that 34% of leavers were aged 55 and over; which is a significant decrease from our 2021 report which showed 51%. The 45–54 age group has seen a slight decrease in terms of leavers from 18% to 16%.

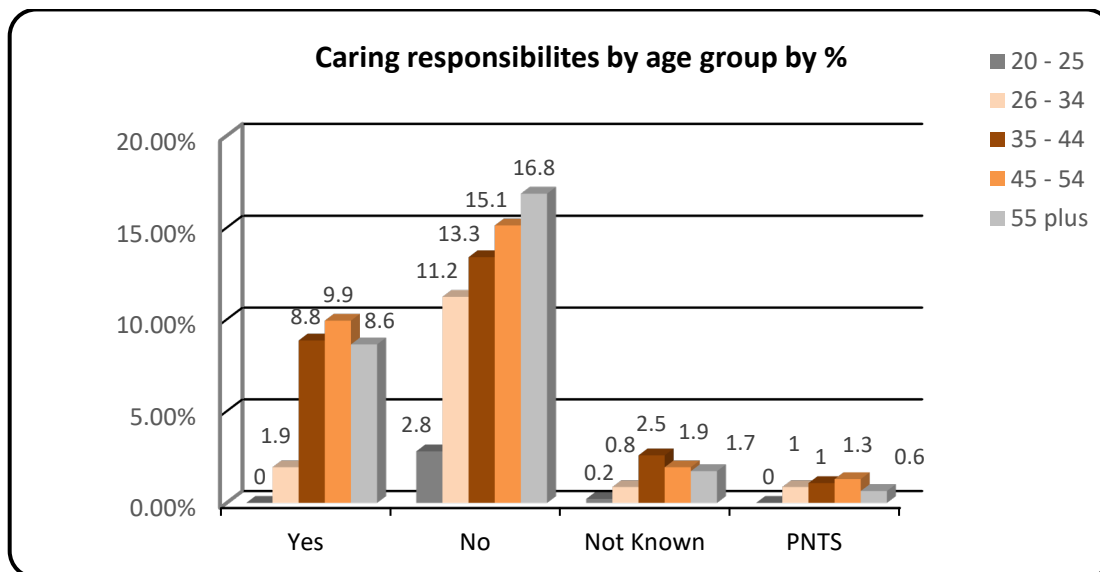
Table 1 - Leaver profile by age group by %

Age group	Number	%
20 - 25	2	3%
26 - 34	17	23%
35 - 44	18	24%
45 - 54	12	16%
55 - 64	16	22%
65 plus	9	12%

5. CARING RESPONSIBILITIES

59% of staff (n=275) considered themselves **not** to have caring responsibilities. 29% (n=136) of employees confirmed that they had caring responsibilities, this has slightly increased since our report in 2021 when it was at 26%. Of the 136 staff who considered themselves to have caring responsibilities 63% (n=87) of them were within the 35-44 and 45-54 age groups. There is a 7% gap in SPT's data set 'not known' and 4% opted to 'prefer not to say'. Information gathered did not seek to distinguish between caring for elderly dependents, children, grandchildren or, for example, caring for a spouse or partner.

Figure 3 - Caring responsibilities by age group by %



SPT has a range of family friendly policies designed to support staff with dependent care commitments, including a Flexible Working policy whereby a member of staff can request a change to their working pattern. In 2022, 1.1% of the workforce (n=5) requested a change in their working pattern. 4 of these requests were subsequently approved. The gender split for approved requests was 80:20 female to male staff.

SPT’s flexible working hours scheme has been suspended since March 2020 when staff moved to working from home due to the Covid pandemic. SPT has had temporary hybrid working arrangements, 5 days in the office out of 10 for office-based staff, in place since November 2021.

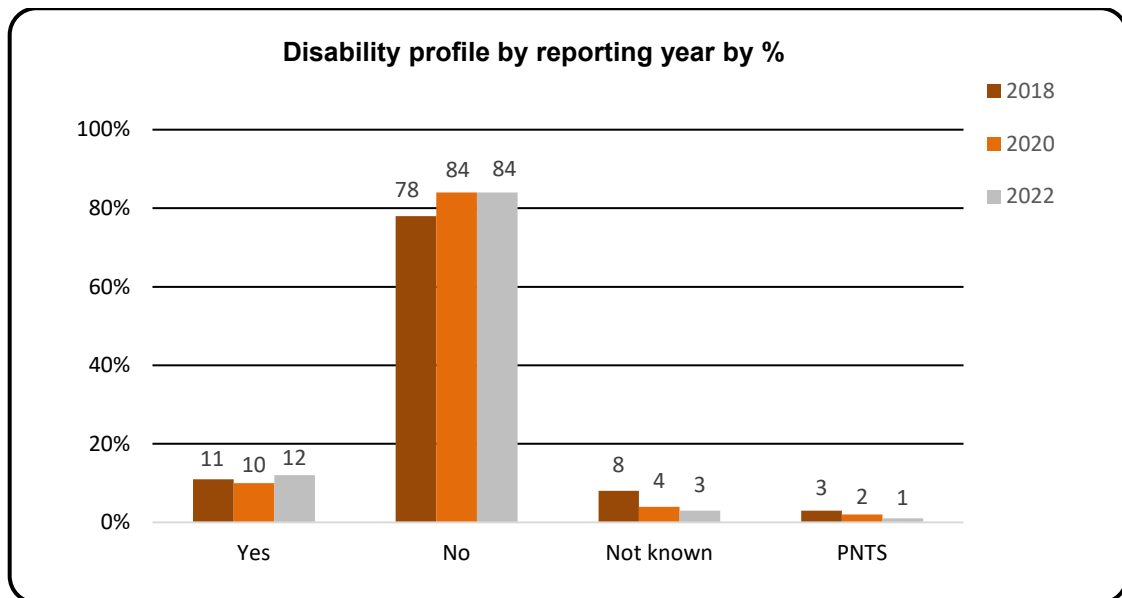
6. DISABILITY

6.1. Staff Profile

The proportion of people in the UK estimated to be disabled, as defined within the Equality Act 2010, varies from study to study. However, recent statistics from the ‘The employment of disabled people 2021’ published by the Department of Work and Pensions in February 2022ⁱⁱ, suggest that around 20% of working adults are disabled. At SPT, the proportion of staff declaring that they fall within the definition of disability, which includes an impairment, health condition or learning difference, has slightly increased to 12% at December 2022. The data is detailed in Figure 4 below.

It is positive to note that, again, a higher proportion of staff shared their personal data in this regard. The 2021 report confirmed that 6% of the workforce ‘prefer not to say’ or ‘not known’. This has reduced to 4% in 2022.

Figure 4 - Disability profile by reporting year by %



SPT has gathered further information regarding categories of disability from the updated data submitted in November 2022. In our 2021 Report 10% of staff confirmed that they had a disability. This figure has slightly increased giving us a total of 54 staff (12% of SPT’s population).

Of the 38 staff who declared a disability in the recent survey, 53% (n=20) related to long standing illnesses e.g. cancer or diabetes. 18% (n=7) confirmed that they had a mental health condition or impairment. This applied to more women than men which is in line with trends in the UK generally.

Statistics show that mental health illness continues to increase in the UK and is the leading cause of absence in the workplaceⁱⁱⁱ. The Chartered Institute of Personnel and Development (CIPD) ‘Health and Wellbeing at Work Survey Report April 2022’ evidences that 57% of respondents confirmed that mental ill health (e.g. clinical depression and anxiety) was the most common cause of long-term absence from work^{iv}. The reports evidences that the Covid pandemic impacted on employee health and wellbeing at work, including mental health.

SPT has established appropriate support measures for staff and managers. SPT trained Mental Health First Aider’s across the organisation to support staff experiencing difficult or challenging times and encourage more positive wellbeing amongst staff. SPT continues to review its approach to managing absence and supporting wellbeing, delivering training to line managers on mental health and dementia awareness. SPT’s focus is on early intervention where a mental health related absence is reported such as scheduling sickness absence review meetings within

the first two weeks of absence and signposting employees to support services through PAM Assist our Employee Assistance Provider^v. Feedback from users of this service remains positive.

6.2. New Starts and Leavers

Information gathered showed that 89% (n=59) of SPT new starts confirmed that they did not consider themselves to have a disability. The HR team actively monitor new start information from the equal opportunities monitoring forms completed and any occupational health review outcome information to ensure that any issues are addressed proactively with new employees with regards to adjustments and/or restrictions.

An analysis of leaver data throughout 2022 showed that the statistics are very similar to our previous report in 2022 with 82% of leavers indicating that they did not have a disability compared to 80% previously. 7% of staff did not provide the equality data. In terms of leavers who declared they had a disability; the figure was 11%.

7. GENDER REASSIGNMENT

None of our staff have declared they have or intend to undergo gender reassignment. SPT will continue to seek information from all job applicants on this protected characteristic on a regular basis.

8. MARRIAGE AND CIVIL PARTNERSHIP

49% of staff confirmed that they are married and the proportion of staff confirming that they are in a civil partnership has remained at 2%. 29% of staff confirmed they are single. 17% of staff confirmed they fall within other categories including divorced, widowed and other. 3% of staff preferred not to say.

9. PREGNANCY AND MATERNITY

4 staff took maternity leave in 2022. One person reduced their working hours on their return to work and one person changed their working pattern on a temporary basis on their return to work; there are no employees on maternity leave at the time of writing the report.

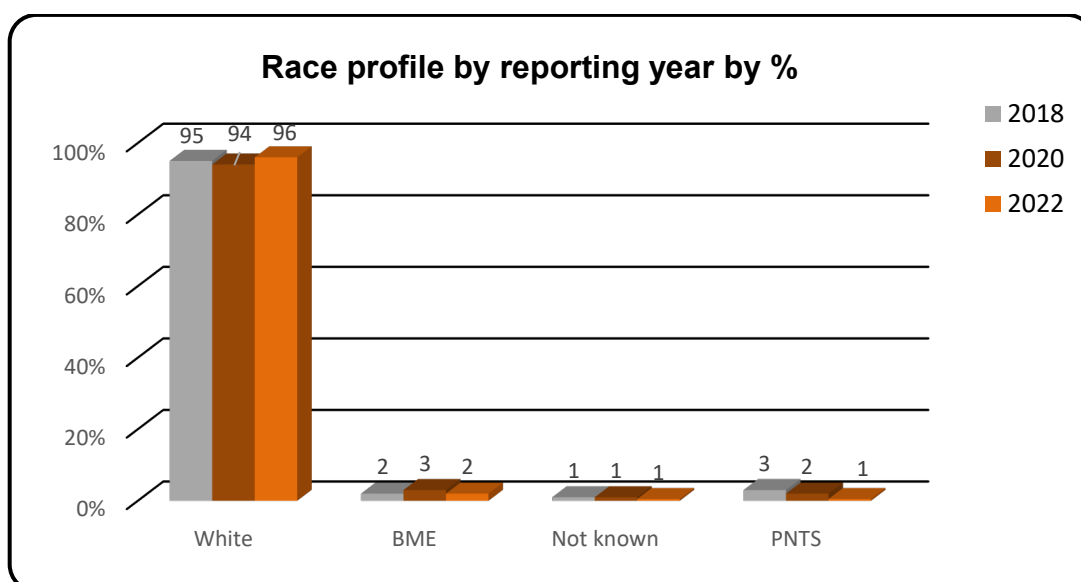
10. RACE

10.1 Staff Profile

Figure 5 below indicates that there has been limited change in SPT’s race profile since our last report in 2021.

According to Statistics from the Scottish Government in 2018, the largest ethnicity group for adults is White Scottish at 76.7% and 4.6% for minority ethnic adults^{vi}. Scotland’s Labour Market Statistics from the Annual Population Report Survey 2021 shows that the employment rate for the ‘minority ethnic’ group was estimated at 62.1% compared to the ‘white group’ at 73.9%^{vii}. 96% of staff are from a white background which is a slight increase from 94% since our last report in 2021.

Figure 5 - Ethnicity profile by reporting year by %



10.2 New Starts and Leavers

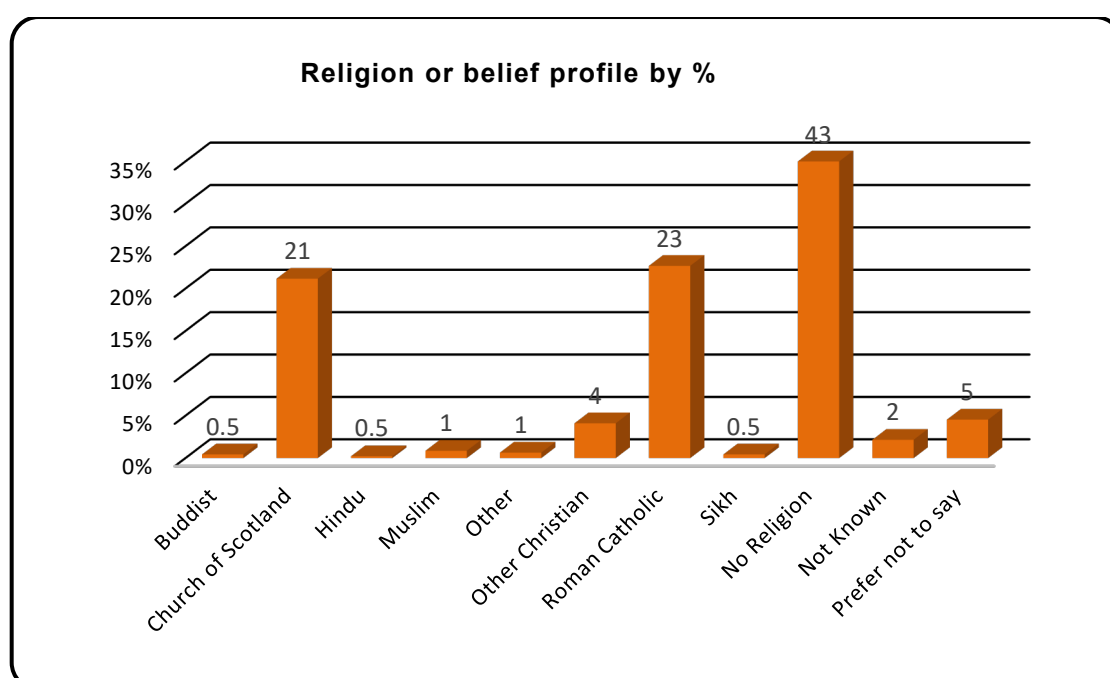
Of SPT’s 66 new starts in the year to December 2022, 92% were from a White background. 6% of our new starts were from a Minority Ethnic background.

9% of staff who left SPT in 2022 were from a Minority Ethnic background. The number of leavers in 2022 was 74.

11. RELIGION OR BELIEF

A significantly higher proportion of staff shared their personal data in terms of religion/belief when completing the equality monitoring survey in November 2022. The 2021 report confirmed that 11% of the workforce 'prefer not to say' or 'not known'. This has reduced to 7% in 2022. Those reporting Christianity as a stated religion or belief has slightly increased since our report in 2021 when it was 47% however; it remains the most common category with 48%. The 2021 report confirmed 38% of the workforce as 'no religion'. This has increased to 43% in 2022. This overall profile has not changed significantly from previous reports.

Figure 6 - Religion or belief profile by %



11.1 New Starts

32% of our new employees in 2022 declared that they are Christian. Only 5% (n=3) of new starts chose not to say. There has been a significant increase in employees who declare that they have 'no religion' from 49% to 61%.

Table 2 - New starts religion or belief profile by %

Religion or belief	%
Church of Scotland	12%
No Religion	61%
Roman Catholic	17%
Other Christian	3%
Not known	1%
PNTS	5%
Sikh	1%

12. SEX

12.1 Staff Profile

In SPT the male to female ratio remains steady at 68:32 (316 males to 147 females). This figure has not changed by more than 1% at any point in recent years. Table 3 below demonstrates that the gender split is broadly similar in each of the age categories.

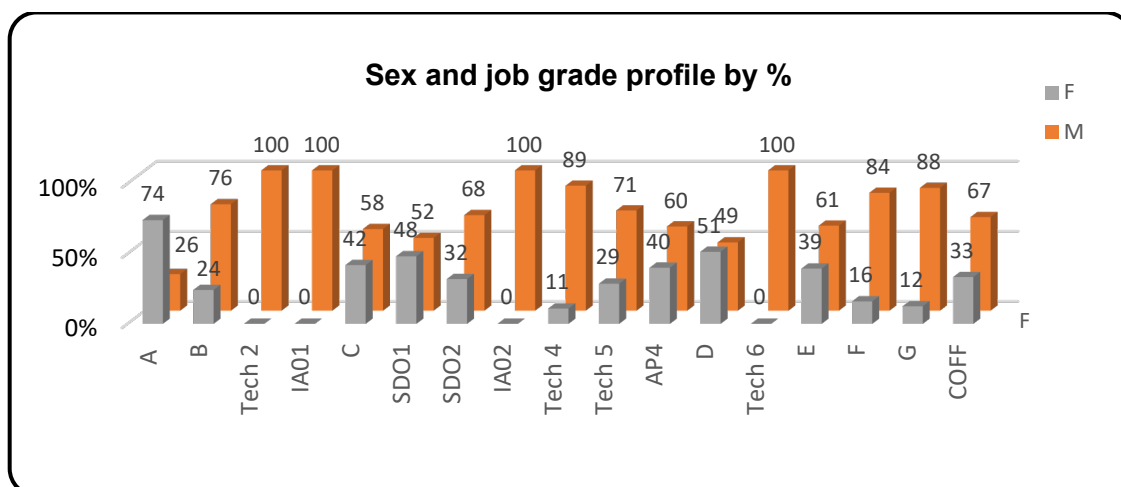
Table 3 - Age profile by Female/Male by %

Age category	Female	Male
Under 20	0%	0%
20 - 25	21%	79%
26 - 34	22%	78%
35 - 44	23%	77%
45 - 54	41%	59%
55 onwards	37%	63%

12.2 Sex and Job Grade

Figure 7 below sets out the staffing profile by sex and job grade. There has been a significant change since our 2021 report with an even split of men and women making up the workforce within the lower administrative and customer-facing roles (grades A and B). Women now make up a significantly higher proportion of the grade A workforce. SPT's technical and infrastructure grades, which are typically found in the Engineering, Maintenance and Permanent Way teams, remain predominantly male.

Figure 7 - Sex and job grade profile by %



In SPT the most senior grades F, G and Chief Officials have a higher proportion of men than the average distribution across SPT as a whole, with 84%, 88% and 67% respectively.

Statistics from the ‘Scottish Government Annual Population Survey 2019’ confirm that “Gender segregation remains a persistent issue across several broad industry sectors and occupational groups in Scotland.”^{viii} SPT data broadly reflects the society in which we operate and the occupational segregation data at national level.

These national statistics also report that 37.7% of females are employed in part-time roles an increase of 1.4% since 2016 as opposed to 10% of males a decrease of 0.1% since 2016.^{ix} SPT’s contract types by female/male are set out in Table 4 below. Two-thirds of full-time contracts are filled by men equating to 72%. 83% of all permanent part time contracts are filled by women. There are currently 6 men who work on a permanent, part time basis. This profile is not particular to SPT and we know that many of our female staff opted for part time roles to achieve a balance with childcare and flexibility in terms of work/life balance.

Table 4 - Contract type by Female/Male%

Contract type	Female	Male
Permanent Full time	28%	72%
Permanent Part time	82%	17%
Temporary Full/Part time	0%	100 %

12.3 New Starts and Leavers

There were 66 new starts in 2022, 77% of whom were men. This compares to 84% of new starts being male in our 2021 report.

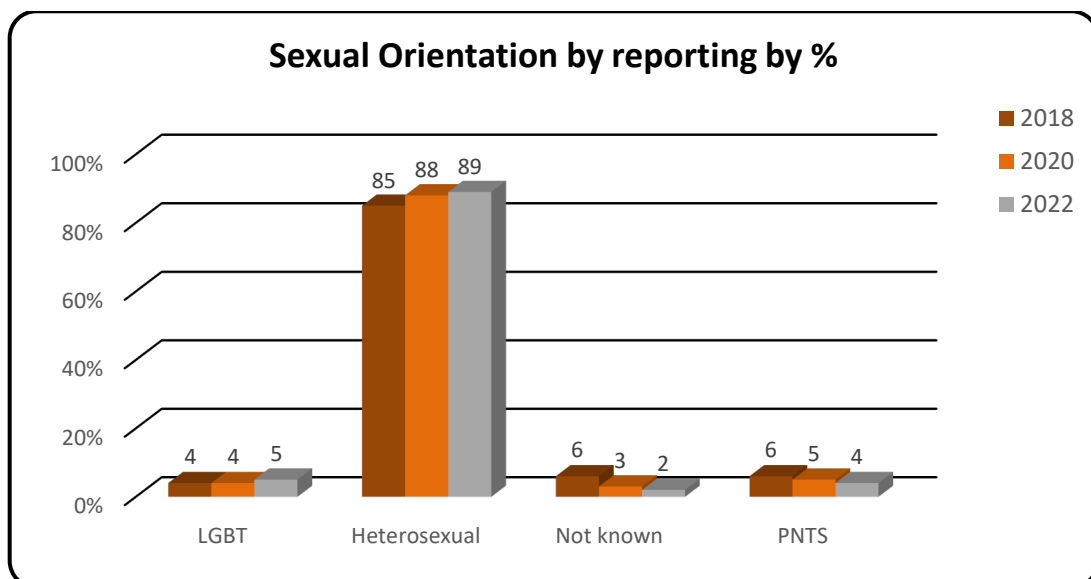
SPT advertised 157 vacancies from 1 January to 31 December 2022 for a variety of roles compared to 17 vacancies in our 2021 report. This significant increase from our 2021 report is due to the suspension of non-essential recruitment during the Covid pandemic.

There was a 72:28 split between male and females leaving SPT during 2022 (n=74). 38% of females left SPT in 2022 due to retirement whereas 21% of males who left retired. Overall, 69% of the staff who left SPT, resigned from their role giving the reason as other employment or they did not give a reason. Of the 69% who resigned the split was 54% male compared to 15% female. Other staff left SPT for a number of reasons including early retirement, medical retirement and end of contract.

13. SEXUAL ORIENTATION

Heterosexuals make up the single largest group in SPT in terms of sexual orientation at 89% of all staff. There has been limited change in our data since 2020 in terms of the LGBT this has slightly increased to 5%. However, many more staff have confirmed their sexual orientation while completing the recent equal opportunities monitoring survey, reducing the proportion of 'not known' from 3% to 23%. The 2021 report confirmed 8% of the workforce 'prefer not to say' or 'not known'. This has reduced to 6% in 2022.

Figure 8 - Sexual orientation by reporting year by %



13.1 New Starts

86% of our new starts defined themselves as Heterosexual. 12% of our new starts in 2022 identified themselves as LGBT which is an increase of 2% from our 2021 report.

KEY PEOPLE MANAGEMENT ACTIVITY AREAS

14. LEARNING AND DEVELOPMENT

SPT remains committed to developing our staff to ensure that they have the skills so that they can work safely and perform well within their current roles as well as to increase their capability to adapt positively to change. Health and Safety is a key priority, particularly within our operational areas. Front line operational staff regularly attend training sessions to improve their knowledge of procedures to ensure they remain compliant with regulations and legislation.

In total, 383 staff (83%) undertook learning and development activity, excluding induction, during 2022. Health and Safety training accounted for 58% of all training days (40% of budget); core skills accounted for 16% of all training days (11% of budget) and continuous professional development activity accounted for 5% of all training days (11% of budget). In addition, Management Skills and IT/PC training were the next most common reason for Learning and Development, each accounting for 9% of budget spend, with IT/PC accounting for 3% of all training days and 5% for Management Development.

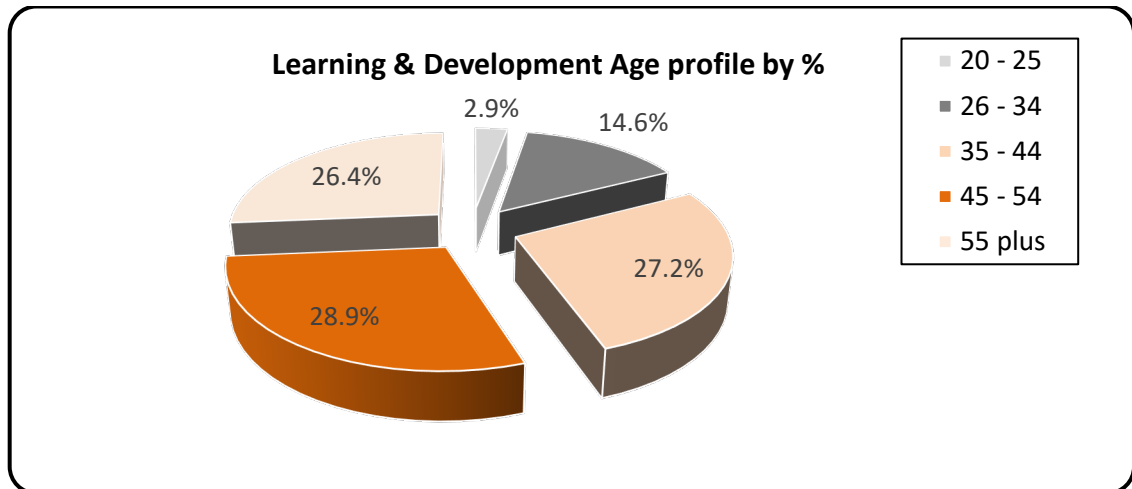
The highest category of spend captured is for Health and Safety (£48k), with the highest percentage of budget spend on Subway Operations staff (£81k) who make up 60% of the workforce.

Health and Safety training accounted for 78% of all training days (17% of budget); continuous professional development activity accounted for 8% of all training days (24% of budget) and IT training were the next most common reason for Learning and Development, accounting for 5% of training days (25% of budget).

14.1 Age Profile

Nearly 42% of staff who participated in Learning and Development activity during 2022 were aged between 26 and 44 years old. This is in line with SPT's overall age profile. This equates to 146 staff.

Figure 9 - Learning and Development age profile by %



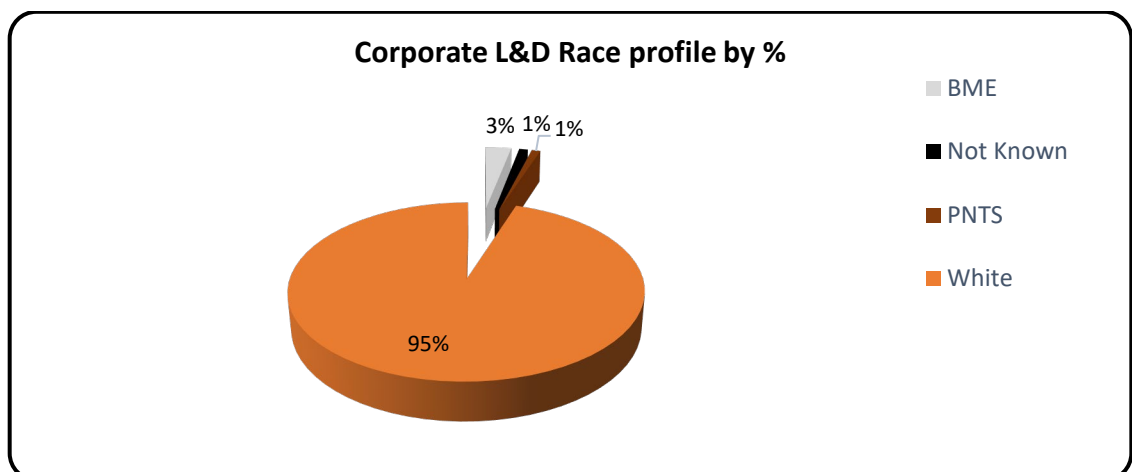
14.2 Disability Profile

Staff who declared a disability were marginally under-represented with regards to participation in training. This group make up 12% of the total number of staff and 11% of the number of staff who undertook training in 2022.

14.3 Race Profile

Figure 10 below shows that the figure remains at 3% of staff who undertook training were from a Minority Ethnic background, which is in line with SPT’s overall population.

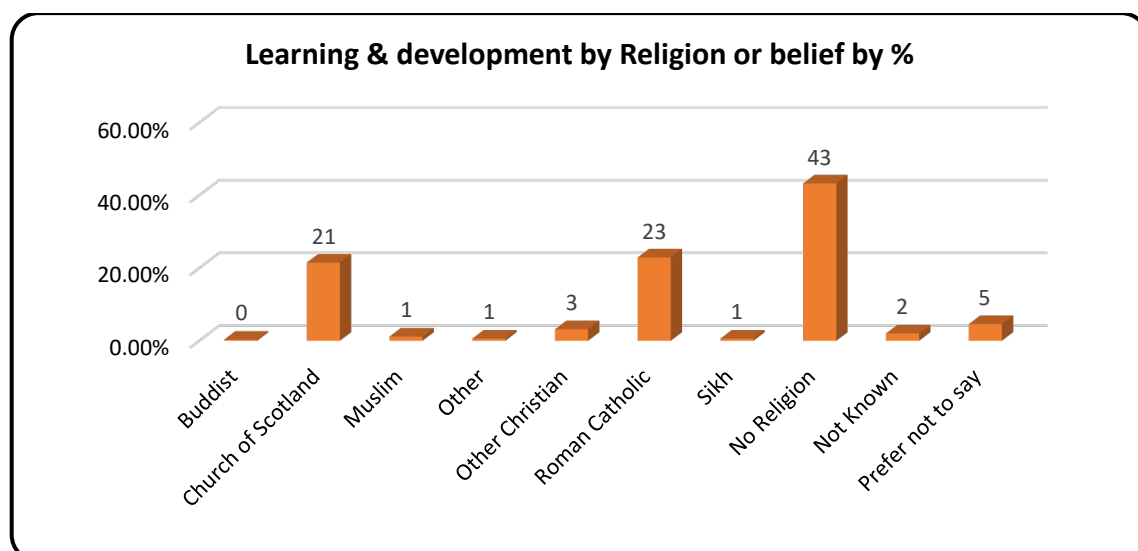
Figure 10 - Learning and Development race profile by %



14.4 Religion Profile

The Learning and Development data is similar to SPT’s overall employee profile in terms of religion or belief.

Figure 11 - Learning and Development by religion or belief by %



14.5 Sex Profile

The Learning and Development data is similar to SPT’s overall employee profile in terms of sex, with a 71:29 ratio men to women.

14.6 New Starts

Out of the 66 new employees who joined SPT in 2022, 55 participated in training activity, not including the corporate induction process, in their first few months of employment. New staff were equally as likely to receive support for learning and development, no matter their age, sexual orientation, marital status or religion/belief.

15. RECRUITMENT

SPT’s e-Recruitment system is configured such that applicants are compelled to complete an Equal Opportunities Monitoring Form as part of the application process, albeit there is still the option to select ‘prefer not to say’ under each and every protected characteristic. As a result, SPT now has a much more reliable dataset with regards to the recruitment process and uses this information to monitor the profile of applicants and relative success rates throughout the recruitment process.

This analysis will also inform how we market SPT as an employer as well as help us to decide how and where SPT advertises in future to increase diversity in the selection pool.

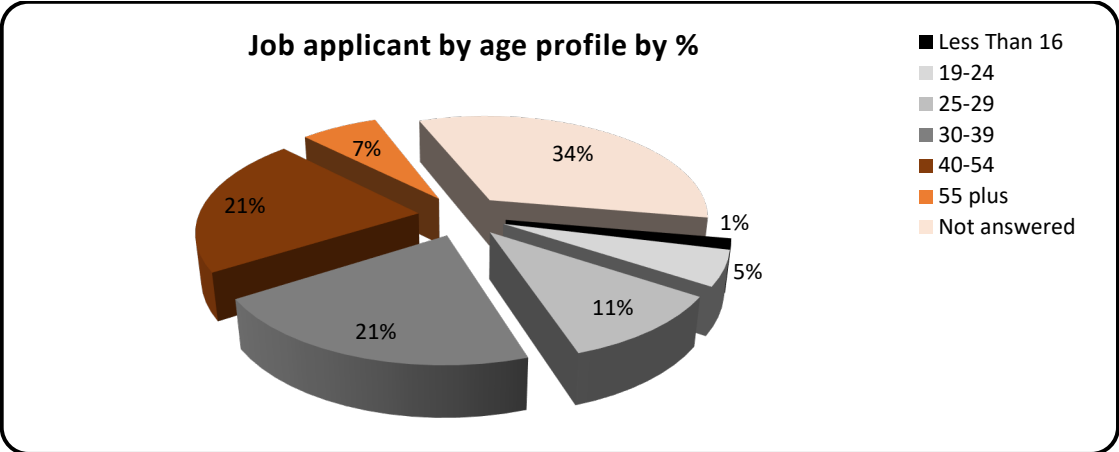
All equality monitoring data provided by applicants is accessed by HR only.

SPT advertised 157 vacancies, between 1 January and 31 December 2022. We received a total number of 1,334 applications for these vacancies.

15.1 Age Profile

The chart below sets out the age profile of all 1,334 applicants to SPT from 1 January to 31 December 2022. 34% of applicants declined to provide this information; the biggest single group of applicants were aged between 30 and 54 at 42%.

Figure 12 - Job applicants by age by %



15.2 Disability Profile

The statistics have remained the same for our disability profile of job applicants. Only 3% of applicants declined to provide information relating to disability; 5% confirmed that they had a disability and 92% did not consider themselves to be disabled.

As previously stated, recruiting managers do not have access to this personal sensitive data while shortlisting. The HR team asks all applicants selected for interview/testing whether they require any additional support in order to participate in the selection process, whether they have declared a disability or not.

All offers of employment are subject to medical clearance; SPT does consider reasonable adjustments and restrictions within the workplace as recommended by our independent Occupational Health advisers.

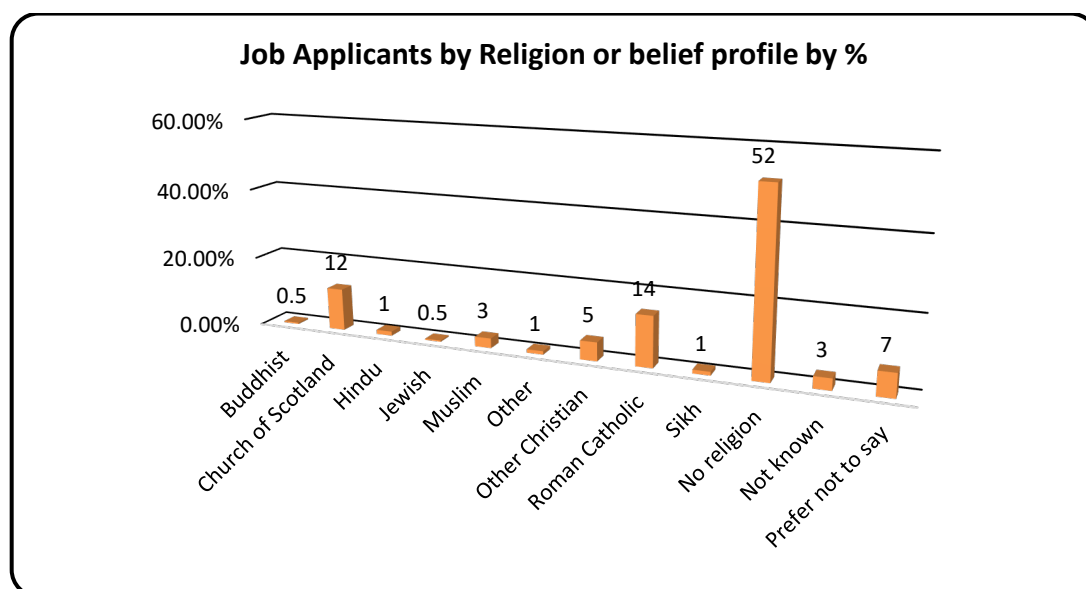
15.3 Race Profile

Whilst only 33% of applicants (n=442) did not provide information and confirmed that they preferred not to say, 61% of applications came from people confirming that they were from a White background and 6% from a Minority Ethnic background.

15.4 Religion Profile

90% of applicants chose to provide information with regards to this protected characteristic in comparison with our report in 2019, which was 92%.

Figure 13 - Job applicants by religion or belief by %



15.5 Sex Profile

The ratio of male to female applicants is 4:1 (1,016 male, 251 female). 5% of job applicants preferred not to say or did not answer.

SPT will continue to develop its reporting capabilities with a view to creating more detailed reports that can inform SPT's future recruitment campaigns.

REPORT RECOMMENDATIONS

SPT meets the legislative requirement in relation to equality monitoring for staff and is committed to further developments to build on good practice, and most importantly, to ensure that SPT is a diverse and inclusive employer. We will continue to focus on the following issues:

Monitoring

The Equality Group will consider the key findings from the 'Advancing Equality Report' to ensure that any new risks or issues are identified and included in SPT's Equality Action Plan.

Ageing Workforce

SPT will continue to review its people policies and practice in relation to recruitment and selection and learning and development including knowledge transfer, health and wellbeing as well as retirement with a view to managing risks associated with an ageing workforce.

Equality Awareness

SPT will continue to provide managers and staff with regular updates on equality matters, access to personal support through the employee assistance programme and awareness training on matters such as mental health and unconscious bias.

Diversity

SPT is committed to equality of opportunity and through our advertising and recruitment process we actively encourage applications from people underrepresented in our workforce. We will continue to work towards a workforce demographic that reflects the communities that we serve.

Recruitment

SPT is committed to systematically reviewing its recruitment campaigns; including the effect of blind recruitment and analysing equality data produced within our e-Recruitment system to establish how we can more effectively attract a diverse range of applicants.

ⁱ Department for Work and Pensions – Employment statistics for workers aged 50 and over, by 5 year age bands and gender from 1984 to 2022

<https://www.gov.uk/government/statistics/economic-labour-market-status-of-individuals-aged-50-and-over-trends-over-time-september-2022>

ⁱⁱ Department for Work and Pensions – 'The employment of disabled people 2021' updated 11 February 2022 –

<https://www.gov.uk/government/statistics/the-employment-of-disabled-people-2021/the-employment-of-disabled-people-2021>

ⁱⁱⁱ Mental Health Foundation Website - <https://www.mentalhealth.org.uk/our-work>

^{iv} CIPD – 'Health and Wellbeing at Work Survey Report April 2022' -

https://www.cipd.co.uk/Images/health-wellbeing-work-report-2022_tcm18-108440.pdf

^v PAM Assist – Employee Assistance Provider - <https://www.pam-assist.com/>

^{vi} Scottish Government Website – Summary: Ethnicity - <https://scotland.shinyapps.io/sg-equality-evidence-finder/>

vii Scotland's Labour Market Statistics from the Annual Population Report Survey 2021 - <https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-protected-characteristics-statistics-annual-population-survey-2021/pages/9/>

viii Scotland's Labour Market Statistics from the Annual Population Survey 2019 - [https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/pages/4/#:~:text=42.3%20per%20cent%20of%20women,%22%20\(11.0%20per%20cent\).](https://www.gov.scot/publications/scotlands-labour-market-people-places-regions-statistics-annual-population-survey-2019/pages/4/#:~:text=42.3%20per%20cent%20of%20women,%22%20(11.0%20per%20cent).)