

CHSS Gender Pay Gap and Occupational Segregation 2022

CHSS is happy to confirm our Gender Pay Gap and Occupational Segregation Data for April 2022. As one of five Charities in Scotland taking part in the Equally Safe at Work pilot, CHSS is committed to progressing gender equality in the workplace, and this programme provides the tools to take this forward to make meaningful change for all employees in the organisation.

As part of this pilot, we are required to publish more detailed information on our Gender Pay Gap, this includes information on Full Time, Part Time and Combined Pay Gap stats. We are also required to publish more detailed information on Occupational Segregation, including a breakdown of both Horizontal and Vertical Segregation, a description of these can be found under the Occupational Segregation heading.

Gender Pay Gap

CHSS Stats (Full Time and Part Time Combined)

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

In CHSS, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is **11.4% lower** than men's.

This has **improved by 6.1%** from the 2021 report where median hourly pay was 17.5%.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

When comparing mean (average) hourly pay, women's mean hourly pay is **11.4% lower** than men's.

Again, this has **improved, by 4.8%** from the 2021 report where mean (average) hourly pay was 16.2%.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

Upper Quartile		
	Men	Women
2022	14.29%	85.71%
2021	16.00%	84.00%
Difference	-1.71%	1.71%

Upper Middle Quartile		
	Men	Women

2022	18.37%	81.63%
2021	22.40%	77.60%
Difference	-4.03%	4.03%

Lower Middle Quartile		
	Men	Women
2022	14.29%	85.71%
2021	14.30%	85.70%
Difference	-0.01%	0.01%

Lower Quartile		
	Men	Women
2022	10.20%	89.80%
2021	12.20%	87.80%
Difference	-2.00%	2.00%

CHSS Stats - Full Time

As part of the Equally Safe At Work programme, we are required to publish a breakdown of full time and part time gender pay gaps on our website. The information for Full Time colleagues can be seen below.

There are no comparisons to 2021 due to 2022 being the first year for us reporting this information.

The median gender pay gap figure

In CHSS, women who work **Full Time**, earn £1.02 for every £1 that men earn when comparing median hourly pay. The median hourly pay for **Full Time** women is **2.54% higher** than men's.

The mean (average) gender pay gap figure

When comparing mean (average) hourly pay, **Full Time** women's mean hourly pay is **10.09% lower** than men's.

The percentage of Full-Time women in each pay quarter

Upper Quartile		
M	6	20.00%
F	24	80.00%
Total	30	100.00%

Upper Middle Quartile		
M	6	20.00%
F	24	80.00%
Total	30	100.00%

Lower Middle Quartile		
M	6	20.69%
F	23	79.31%
Total	29	100.00%

Lowest Quartile		
M	4	13.33%
F	26	86.67%
Total	30	100.00%

CHSS Stats – Part Time

The median gender pay gap figure

In CHSS, women who work **Part Time**, earn 93p for every £1 that men earn when comparing median hourly pay. The median hourly pay for **Part Time** women is **7.13% lower** than men's.

The mean (average) gender pay gap figure

When comparing mean (average) hourly pay, **Part Time** women's mean hourly pay is **3.31% higher** than men's.

The percentage of Part-Time women in each pay quarter

Upper Quartile		
M	2	10.53%
F	17	89.47%
Total	19	100.00%

Upper Middle Quartile		
M	1	5.26%
F	18	94.74%
Total	19	100.00%

Lower Middle Quartile		
M	2	10.00%
F	18	90.00%
Total	20	100.00%

Lower Quartile		
M	1	5.26%
F	18	94.74%
Total	19	100.00%

Occupational Segregation

Occupational segregation, by gender, refers to the unequal distribution of women and men across different types and levels of work. Gender norms and stereotyping, inflexible working practices, undervaluation of female-dominated roles, and male-oriented workplace culture are at the root of occupational segregation. Occupational segregation perpetuates gender inequality in the workplace and contributes to the gender pay gap.

Horizontal segregation occurs where gendered assumptions about men's and women's capabilities and preferences results in them doing different types of work. Women's employment is concentrated in a small number of stereotypically female occupations. For example, in Scotland, men dominate in construction and skilled trades, and women are overrepresented in administrative and caring occupations. Please see below CHSS' Horizontal Segregation Data, split into 6 core working categories with a comparison to % of Male and Females in CHSS.

Horizontal Segregation	% M/F in CHSS	Admin	Campaigning/ Communications	Care	Manager	Retail	Support
Male	14%	27.27%	31.25%	0%	30%	8.43%	10%
Female	86%	72.73%	68.75%	100%	70%	91.57%	90%
Total	100%	100%	100%	100%	100%	100%	100%

Women are heavily concentrated in the Retail department, which accounts for 42% of the CHSS' colleagues, either in Shop Manager or Assistant Shop Manager Roles. Women are also over-represented in the Services department (Care and Support Roles), the majority of which work in Community Support Co-ordinator or Nurse roles. Conversely, men are concentrated in the Admin, Campaigning/Communications department, and Manger Roles, in Director, Fundraising or ICT roles.

There is a clear gendered pattern in the types of roles occupied by women and men in CHSS. Men in CHSS are most often found in senior roles associated with higher status, grades and pay. Women are predominantly employed in retail or care/support roles, all of which are in the lower paid grades, and associated with significantly lower pay.

The jobs in which women are concentrated in CHSS are stereotypically seen correspond with jobs characterised as 'women's work' in the wider labour market. These jobs, which include caring, cleaning, catering, retail and administrative roles, are undervalued across the labour market. This is a key cause of women's low pay and therefore the gender pay gap.

Vertical segregation refers to the underrepresentation of women in management positions, sometimes referred to as the 'glass ceiling'. In the third sector, women are the majority of workers but are underrepresented in senior leadership roles and on boards.

Vertical segregation is evident in examining the staff breakdown by gender and decile. The CHSS workforce data shows that women make up 86% of the workforce, and men 14%. This is the baseline gender breakdown of staff to which the deciles may be compared.

Vertical Segregation	% M/F In CHSS	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10
Male	14%	5%	15%	5%	10.53%	26.32%	10.53%	26.32%	15%	5%	25%
Female	86%	95%	85%	95%	89.47%	73.68%	89.47%	73.68%	85%	95%	75%

The data show that women are underrepresented in the top decile along with decile 2, 5, 7 and 8 and overrepresented in the bottom decile and deciles 3, 4, 6 and 9.