



General Register Office for Scotland
information about Scotland's people

**Gender Equality Scheme
Annual Report**

30 June 2010

Table of Contents

1. Foreword by Duncan Macniven, Registrar General for Scotland	3
2. INTRODUCTION	4
3. POPULATION STATISTICS	4
4. REGISTRATION	5
5. 2011 CENSUS	6
6. EMPLOYMENT OF OUR STAFF	7
7. CONCLUSION	9



1. Foreword by Duncan Macniven, Registrar General for Scotland

I am pleased to present this Gender Equality Annual Report 2010 for the General Register Office for Scotland.

We first published our Gender Equality Scheme and Action Plan on 29 June 2007. The Scheme is available on our website:

<http://www.gro-scotland.gov.uk/gender-equality-scheme.html>

In this year's report we look at the statistics we have provided, from a gender perspective, to the Scottish Government and others to enable public bodies to plan their services and focus resources. We also provide an update on our 2011 Census work and information on the employment of our staff.

2. INTRODUCTION

In this Annual Report we detail some of the gender specific statistics we have published in our Annual Review, provide an update on the work of the 2011 Census, and give an update of our employment practices. These areas demonstrate our commitment to equality of opportunity and also the elimination of discrimination.

3. POPULATION STATISTICS

Population statistics from 2008 allowed us to measure our progress against the target contained in the [Scottish Government's Economic Strategy](#), to “*match the average population growth of the countries in the European Union, before new members joined in 2004, over the period 2007 – 2017*”. The 2008 statistics provide a wide variety of gender specific information which are detailed in the following paragraphs.

3.1 Births

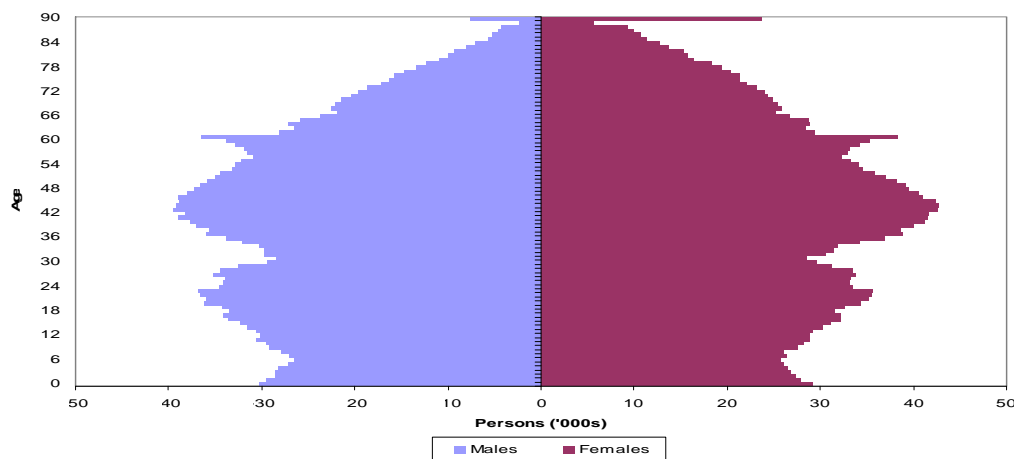
There were 60,041 births registered in Scotland in 2008. From this we were able to identify that in the period from 1991 to 2008, the average age of mothers increased from 27.4 to 29.4 and fathers from 30.0 to 32.3.

3.2 Life Expectancy

In Scotland life expectancy has improved. For those born around 1981 life expectancy has increased from 69.1 for men and 75.4 years for women to 75 years and 79.9 years respectively for people born around 2007. Despite these improvements Scottish men and women still have poor life expectancy compared to most of the European Union.

3.3 Age & Sex Structure of the Population

Changes in the number of men and women in different age groups in Scotland's population will have different social and economic impacts. 63% of the population are of working age, whilst 20% are of pensionable age. The higher number of females, particularly those aged over 75, is attributed to the longer life expectancy of women as a result of male mortality rates during the Second World War. The table below shows the estimated population by age and gender as at 30 June 2008.



3.4 Deaths

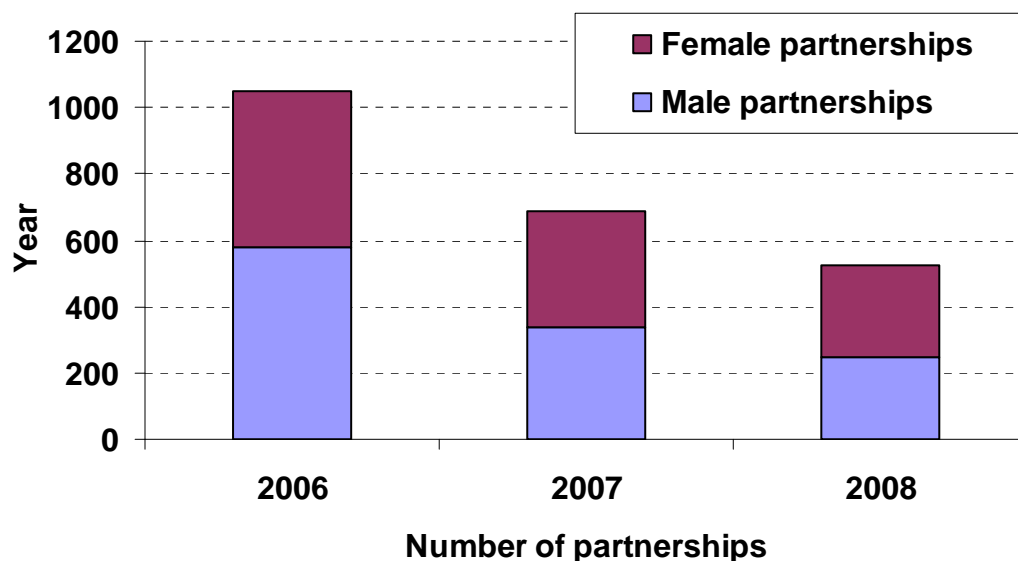
There were 55,700 deaths registered in Scotland in 2008. Of these 29,477 (53%) can be accounted for by the “three big killers”; cancer, heart disease & stroke. The table below breaks down the number of deaths in 2008 by each of these causes and gender.

	Cancer	Heart Disease	Stroke	Total no of deaths by gender
Male	7,729	4,852	2,051	14,632
Female	7,540	3,989	3,316	14,845
Total	15,269	8,841	5,367	29,477

4. REGISTRATION

4.1 Civil Partnerships

On 5 December 2005, the Civil Partnership Act 2004 came into force, allowing same-sex couples to register their partnership. In 2008, 525 Civil Partnerships were registered. Of these 245 were male couples and 280 were female couples. The table below details the number of civil partnerships registered by gender since 2006 (the first full year of operation) to the end of 2008.



(2005 not shown as the Act only came into force on 5 December 2005)

5. 2011 CENSUS

5.1 Census Questionnaire

The 2011 Census will capture information on the population's:

- age,
- gender,
- ethnicity,
- religion and;
- levels of disability

in order to identify the extent and nature of disadvantage and, for Government and Local Authorities, to measure the success of equal opportunities policies. The Census will allow gender differences in a wide range of variables (such as health, employment and education) to be assessed accurately for small areas and groups of the population and for cross-comparisons to be made with other variables. A particular example is the question on marital status, which includes four categories for registered same-sex civil partnerships.

5.2 Equality Impact Assessment

We carried out an equality impact assessment of our plans for the 2011 Census in November 2009. The assessment looked at all aspects of the plan from:

- the questions being asked,
- the questionnaire design,
- field operations, and;
- the output of data.

The outcome of the assessment will be published in a report with an action plan to explain what we are doing to mitigate against any negative impact.

5.3 Census Recruitment

Our aim is that field staff employed for the 2011 Census should reflect the people of Scotland in all its diversity, character and culture. Everyone applying for a field staff post for the 2011 Census will be asked to complete a diversity monitoring form, which includes a section on sexual orientation. This information will not be used in the selection process, but will provide some information on how successful we have been in attracting interest across the gender spectrum. In line with Scottish Government guidelines on recruitment, which follow employment legislation, interviews for field staff posts will be carried out by a gender balanced panel wherever possible.

6. EMPLOYMENT OF OUR STAFF

6.1 Terms & Conditions

As an Associated Department of the Scottish Government (SG) our staff continue to have SG terms and conditions of employment and we adopt all SG Human Resource policies and procedures.

6.2 Gender Analysis of Workforce

We currently employ 310 permanent staff and continue to monitor staffing trends through Work Force Planning. Statistical analysis of the Plan shows that in terms of gender there has been significant change at Senior Management level (C2) due to transfers and promotion and some movement either way in the other management grades (B1 – B3). A break down of staff by grade and gender is detailed in the table below:

Grade	Year	Female %	Male %
SCS	2009	0	100
	2010	0	100
C3	2009	0	100
	2010	0	100
C2	2009	67	33
	2010	100	0
C1	2009	56	44
	2010	40	60
B3	2009	30	70
	2010	35	65
B2	2009	53	47
	2010	48	52
B1	2009	53	47
	2010	52	48

6.3 Work / Life Balance

We continue to be committed to creating a working environment in which staff can achieve a healthy work-life balance that meets the need of our people and the organisation. Most of our staff work full time, but they make use of the SG Flexible Working Hours Policy so that they can meet domestic or other needs. We also encourage a variety of alternative working patterns e.g. compressed working, partial retirement. Alternative working can be undertaken by informal agreement with management or formally with a change of contract. A number of staff have agreed locally, with their managers, a variety of alternative working patterns i.e. coming in early and leaving early or vice versa. The following table details the number of staff by grade who currently work a formal alternative working pattern:

Grade	Male		Female	
	2009	2010	2009	2010
C1	0	1	1	0
B3	0	1	2	1
B2	2	2	2	3
B1	2	2	5	4
A4	0	0	7	6
A3	1	5	18	24
Total	5	11	35	38

Of particular note is the increase of male A3 staff who have a formal alternative working pattern.

6.4 Well Being at Work Scheme (W@W)

We continue to promote our in house well being at work initiative to offer information on healthy eating, physical activity and raise awareness about health related issues to all staff. During the year we provided staff with an opportunity to participate in a number of events including:

- Depression Awareness Seminars – at which half the attendees were male.
- Scottish Slimmers – a 6 week weight management programme (4 of the 24 participants were male).

We also promoted a number of Health Awareness Campaigns

- Organ Donation Campaign – which highlighted that more women than men register to become an organ donor.
- Healthy Heart Day – one of the “big three” health conditions in Scotland.

6.5 Training & Development

GROS believes that effective induction, and offering appropriate learning opportunities for staff, are key factors in supporting the business of GROS, while helping to provide job satisfaction and development for staff. In the last financial year 2009/2010 we:

- arranged 94 external training course
- delivered 17 in-house training events
- arranged for 21 staff to study for the European Computer Driving Licence (ECDL) qualification
- assisted with funding for 4 staff with a further education qualification (2 females & 2 males).

We maintain staff training records and can provide statistics on courses attended by gender.

7. CONCLUSION

We will continue to make progress with the Key Objectives of our Gender Equality Scheme whilst awaiting the new UK Government's decision regarding the implementation of a Single Equality Scheme.

The Department's summary of recent statistical data on Population can be found at: ["Scotland's Population 2008 – The Registrar General's Annual Review of Demographic Trends – 154th Edition"](#). The Review was published on 7 August 2009.

A High Level Summary of Statistics Trend can be found on our website at: www.gro-scotland.gov.uk/statistics.