Voluntary Disclosure on Gender and other Equality and Diversity Issues in the Scottish Renewables Industry 2014

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November 2014

Background

First published in 2009, and significantly revised in 2011, the 2020 Routemap for Renewable Energy in Scotland[i] considers the actions required to achieve the Scottish Government's 2020 targets for renewable energy: an equivalent of 100% demand for electricity and 11% renewable heat. Progress reports are published annually, providing updates on both cross-cutting issues and sectoral actions, outcomes and challenges[ii]. In the first of these published in 2012, Scottish Government made a commitment to "*working with key stakeholders to monitor the numbers of women and all minority groups entering the sector", and* "*publishing these findings annually as part of the [Routemap]*".

An analysis was included in Annex C of that Update albeit against a very small sample population of 3 companies. The 2013 Update included a statistically significant baseline assessment in Section 5, summarising the analysis provided in the full report published by ClimateXChange[iii]. A similar approach using voluntary disclosure has been adopted for the 2014 Update and is presented below.

The Disclosure Process

The survey asked respondents for information on gender distribution in their workforce and other equalities and diversity practices in use within their organisations. The survey continues to use the principle of voluntary disclosure. The structure used in 2013 was replicated this year to allow a direct comparison of results, assuming a statistically significant population size. The survey itself has been developed in co-operation with Close the Gap (www.closethegap.org.uk) and Scottish Renewables (www.scottishrenewables.com] and draws on advice and guidance provided by the Global Reporting Initiative [GRI] Sustainability Reporting Guidance for social indicators[iv], the UK Government Equalities Office 'Think, Act, Report' framework[v] and the ACAS Voluntary Gender Equality Analysis and Reporting guidance[vi]. It therefore aligns with the major voluntary reporting initiatives.

The 2014 survey benefitted from a further review by Close the Gap, resulting in advice and guidance on maternity and paternity schemes being included in the survey itself as well as pointers to sources of diversity information: Stonewall Workplace Equality Index [www.stonewall.org.uk] and the MINDFUL Charter for Employees [www.mindfulemployer.net].

Respondents were given the option to complete either a 'short' of 'full' disclosure. Both covered 4 principal areas of working practice:

- A profile of the workforce: representation by gender in both full and part-time roles.
- Maternity and paternity schemes: statutory minima and enhanced benefits.
- Flexible working arrangements: place of work and working hours.
- Dignity at Work schemes: equality, harassment and bullying.

The full disclosure probed for additional detail in each area.

Disclosure 1: Representation by Gender
   Disclosure 1a: makeup of the workforce*
   Disclosure 1b: representation at different levels by role
   Disclosure 1c: representation at different pay levels

Disclosure 2: Maternity and Paternity
   Disclosure 2a: maternity and paternity schemes*
   Disclosure 2b: maternity leaven and return to work
   Disclosure 2c: maternity leave and retention
   Disclosure 2d: paternity leave and return to work
   Disclosure 2d: paternity leave and return to work
   Disclosure 2e: additional paternity leave and retention

Disclosure 3: Flexible Working
   Disclosure 3a: flexible working arrangements*

Disclosure 4: Other Equality and Diversity Issues
   Disclosure 4a: Dignity at Work policies*
   Disclosure 4b: monitoring of equalities data
   Disclosure 4c: other diversity activities

In order to address some of the data quality (completeness) issues that arose in 2013, the survey design for 2014 made responses to a number of the questions mandatory; those marked with an asterisk (*) above. This was only marginally successful as there is actually nothing to prevent respondents simply quitting the survey rather than providing an answer.

The survey was hosted on SurveyMonkey[vii] during July and August 2014. It was distributed to the 340 members of Scottish Renewables[viii] and to 373 members of Close the Gap through the WiRES network[ix] and Energy Action Scotland to around 200 organisations[x].

Disclosure Respondents

a. Respondents

Sixty-six organisations completed the survey.

70% of these companies have at least half of their (renewable energy) operations in Scotland and 37% [17 organisations] only have operations in Scotland, covering 11% of the sample employee population [Table 1].

Areas of operation					No. of organisations	
sole :: 100% of activities are related to the renewable energy industry in Scotland.					17	37%
dominant :: at least three-quarters (75%+) of activities are related to the renewable energy industry Scotland.					10	22%
main :: at least half (50%+) of activities are related to the renewable energy industry in Scotland.					5	11%
significant :: at least one-quarter (25%+) of activites are related to the renewable energy industry in Scotland					9	20%
minor :: less than one-quarter (<25%) of activities are related to the renewable energy industry in Scotland.					5	11%

Table 1: Operational profile of disclosing organisations 2014 [n_{2014} = 46 organisations]

Sixteen responses were duplicates. Of the remaining fifty companies, 46% failed to provide any data on employee numbers or gender distribution although they did provide responses in other areas of the survey. Twenty-seven organisations representing 2,329 employees provided complete disclosures [Table 2], representing around one-fifth of the workforce in the renewables sector in Scotland;[xi] a statistically significant population [$p < 0.05$] assuming a margin of error of ±2.

Size of Organisation	2012 Disclosure		2013 Disclosure				2014 Disclosure			
	No. of organisations	No. of employees	No. of organisations		No. of employees		No. of organisations		No. of employees	
Small (<50 employees)			34	72%	438	12%	18	67%	222	10%
Medium (50 to <250 employees)	3	612	10	21%	1570	43%	7	26%	828	36%
Large (250+ employees)			3	6%	1667	45%	2	7%	1279	55%
	3	612	47		3675		27		2329	

Table 2: Comparative complete disclosure populations 2012 - 2014

Five companies chose to make their disclosure anonymously. The 22 named respondents (in alphabetical order) are:

AC Gold Energy :: Bruce Stevenson Insurance Brokers Limited :: Carter Jonas :: Community Windpower Limited :: Energiekontor :: Energy North :: Energy Saving Trust :: Falck Renewables :: Green Cat Renewables :: Hewlett Construction Limited :: Land Use Consultants :: Local Energy Scotland :: MacArthur Green :: Mainstream Renewable Power :: Muirhall Energy Limited :: Pelamis Wave Power Limited :: Scribbilib Consultancy Limited :: Senvion UK Limited :: SgurrEnergy :: SmartestEnergy :: The Crown Estate :: University of Edinburgh.

With the exception of *Pelamis Wave Power* and the *Institute for Energy Systems at the University of Edinburgh* this is a non-overlapping population with 2013.

b.   Respondent Demographics

Recognising the diversity of organisations engaged in the renewables industry, respondents were asked to provide some basic demographic data about their organisations, specifically **organisation type** and **areas of specialism** which follows the categorisation used by Scottish Renewables in their membership directory.

Thirteen different organisational types were identified. These are shown in Table 3 ranked in order of the number of

Type of organisation		2012 Disclosure		2013 Disclosure		2014 Disclsoure	
		No. of employees	Percentage of employees	No. of employees	Percentage of employees	No. of employees	Percentage of employees
Government						1000	42.9%
Consultancy		193	31.5%	1311	35.8%	624	26.8%
Commercial / Energy Provider		419	68.5%	450	12.3%	279	12.0%
Developer				165	4.5%	202	8.7%
Engineering & Manufacturing				600	16.4%	161	6.9%
Installer				33	0.9%	42	1.8%
Trust				11	0.3%	9	0.4%
Trade Body				19	0.5%	6	0.3%
Other (Mining & Land Development)				418	11.4%	3	0.1%
Finance				201	5.5%	3	0.1%
Academic				255	7.0%	0	0.0%
Legal				181	4.9%	0	0.0%
PR & Public Affairs				18	0.5%	0	0.0%
		612		3662		2329	

employees represented. Consultants and Developers returned the highest number of responses: 19 and 18 respectively.

Table 3: Types of Disclosing Organisation 2012-2014 [n_{2014} = 27 organisations]

Fifteen areas of technology specialism were identified. These are shown in Table 4 ranked in order of the number of

Area of specialism		2012 Disclosure No. of organisations	2013 Disclosure No. of organisations	2014 Disclsoure No. of organisations
Onshore wind		3	29	33
Offshore wind		3	15	18
Solar		1	11	17
Hydropower		2	13	14
Marine & Tidal		2	13	14
Planning		2	12	13
Community Engagement			7	12
Heat			6	10
Micro technologies			4	9
Supply Chain		1	4	8
Grid		1	4	8
Bioenergy		2	6	7
Transport			3	4
Economics & Markets			2	4
Skills & Training			6	3

organisations self-identifying in each speciality in 2014.

Table 4: Specialism of Disclosing Organisations 2012-2014 [n_{2014} = 54 organisations]

Many organisations specialise in more than one area of renewable energy with eighteen companies reporting two or more specialisms, five or six being commonplace and one organisation reporting specialism in all fifteen.

Onshore wind was cited as a specialism by over 60% of respondents followed by solar and offshore wind, both cited by 35% of respondents. This ranking mirrors the 2013 findings.

c.   Case Studies

Five organisations registered interest in featuring as a case study: *AC Gold Energy* :: *Land Use Consultants* :: *Muirhall Energy Limited* :: *Ore Catapult* :: *SgurrEnergy*; contact details are provided in Annex A.

Disclosure 1: Representation by gender

Twenty-seven organisations representing 2,329 employees provide information on the gender distribution within their workforce. Smaller number [9] elaborated on this information by providing details of roles and pay scales [Table 5]. While overall the number of employees represented was down on 2013, those organisations that provided information

Disclosure 1 Workforce Make-up & Representation		2013 Disclosure		2014 Disclosure	
		No. of organisations	No. of employees	No. of organisations	No. of employees
1a: Make-up of workforce		47	3675	27	2329
1b: Representation at different levels		2	13	4	249
1c: Representation at different pay scales		5	51	5	353

on roles and pay scales provide a statistically significant sample, albeit with a relatively high margin of error [± 6].

Table 5: Organisations making a disclosure on workforce make-up and representation.
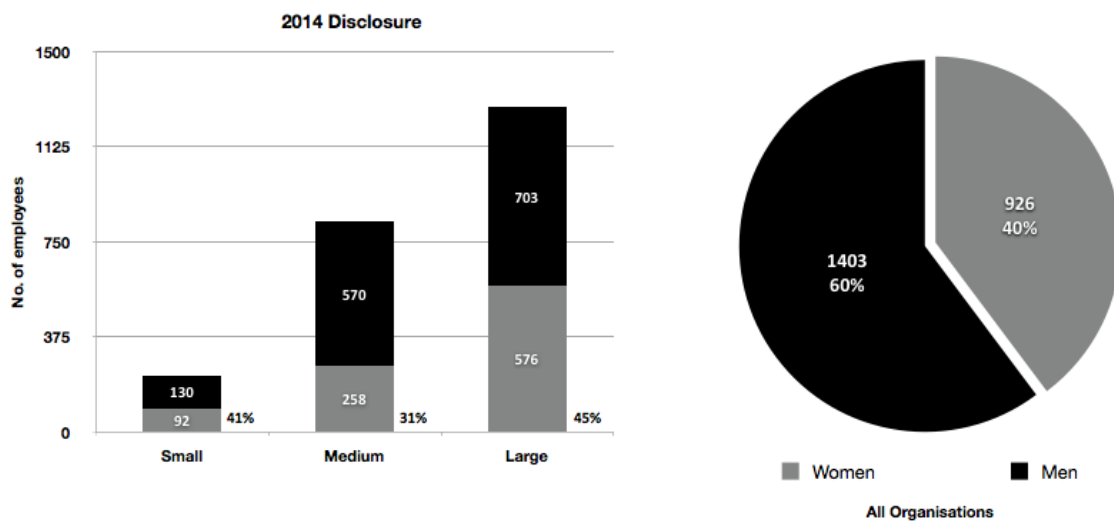
a.   Disclosure 1a: makeup of the workforce

Figure 1a: Number of women employees in the workforce 2014 [n₂₀₁₄ = 2329 employees]

All twenty-seven disclosing [2,329 employees] provided information on gender distribution [Figure 1a]. At 40%, the total number of women in the workforce is up just over 12% on 2013 [Figure 1b].

The percentage of women in the workforce is somewhat higher in small [41%] and large [45%] organisations than medium sized businesses [31%]. In particular, the proportion of women employees in large organisations would seem to have increased by around two-thirds over the last 12 months. However, these data are drawn from a very small sample population - 3 organisations in 2013 and 2 in 2014: no real conclusions can be drawn.
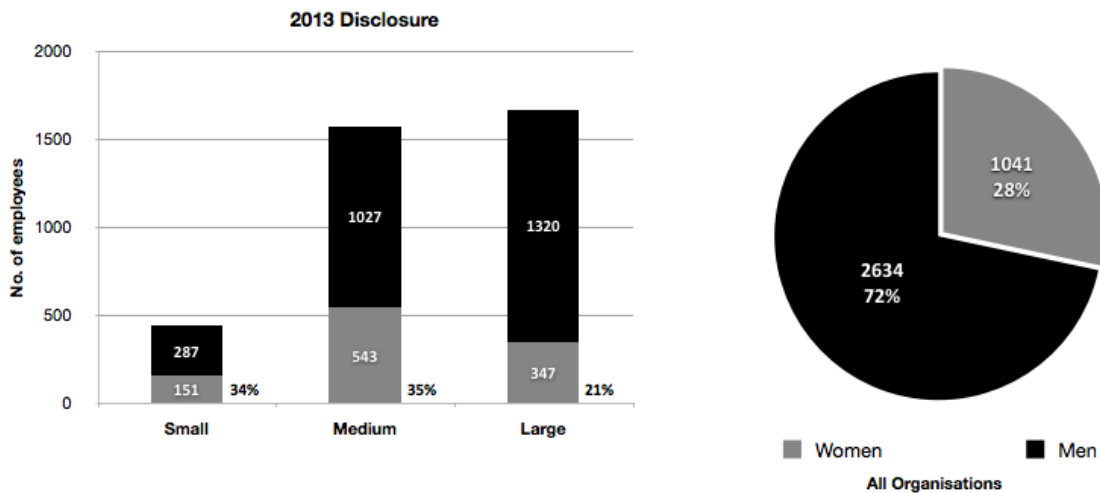

Figure 1b: Number of women employees in the workforce 2013 [n₂₀₁₃ = 3675 employees]

These data can though be further explored with respect to full and part-time working practices [Figures 2a and 2b]. While full-time employment remains the norm, part-time employment has increased by 63% in the last 12 months. Part-time employees now account for thirteen percent [13%] of the workforce and women continue to be in the majority, accounting for 57% of all part-time workers. The number of men working part-time though also has increased by over a third [39%]. While the difference between the number of part-time women and men has narrowed from the 2013 Disclosure, women are still twice as likely to work part time [18% of women] as men [9% of men].

In contrast, looking at full time employment, men account for 87% of the workforce and in this group the reverse is true: men [63%] are nearly twice as likely to work full time as women [37%], although this is well below the 3:1 ratio apparent in the 2013 data.
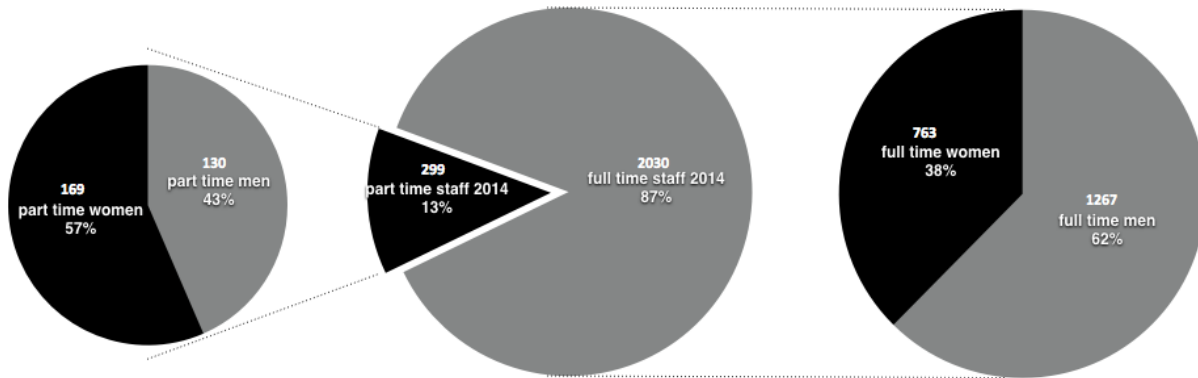
Figure 2a: 2014 Disclosure :: part-time and full-time employment [n_{2014} = 2329 employees]
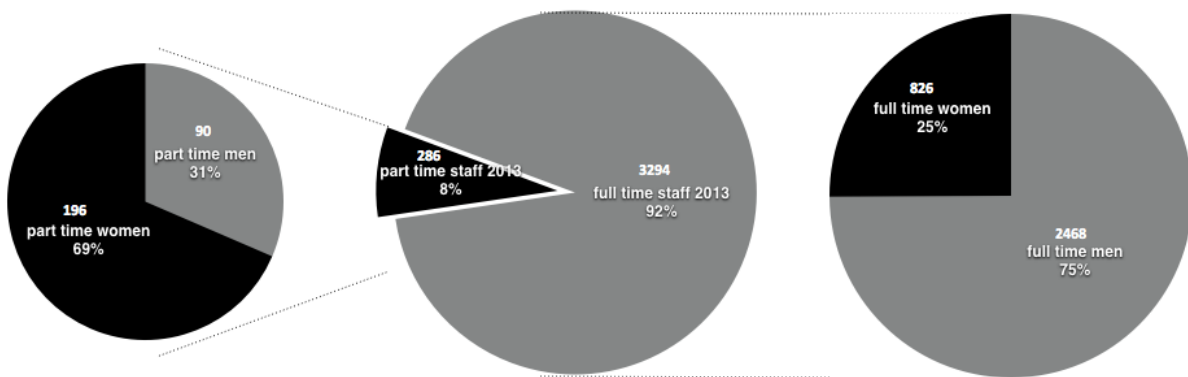

Figure 2b: 2013 Disclosure :: part-time and full-time employment [n_{2013} = 3675 employees]

b. **Representation at different levels by role**

The role that employees perform within an organisation is another important dimension of equality. Respondents were given an opportunity to elaborate job titles and the work associated with them and then to categorise those titles against the UK Standard Occupational Classification [SOC] groups.[xii] This standard classification allows for a meaningful comparison of roles between different companies. While mapping company specific roles to SOC groups seems to have been straightforward for senior and professional roles [SOC 1 and 2], there was some divergence amongst respondents in their classification of employees working in administrative, skilled trades, customer service occupations and plant and machine operatives, frequently splitting their internal roles over two or more SOC groups. More illustrative examples in the survey itself may improve the accuracy of the responses in this area of the disclosure.

Table 6 provides a summary: 6 organisations provided information on roles, representing 299 employees or thirteen [13%] of the sample population. Only five of nine SOC groups were mapped by respondents. In this group over a quarter [27%] of those in senior managerial or professional roles [SOC1 through SOC3] were women. According to the data, women are in the minority in administrative and secretarial roles [SOC4].

UK Standard Occupational Classification	2 organisations :: 13 employees 2013 Disclosure			6 organisations :: 299 employees 2014 Disclosure		
	Men	Women		Men	Women	
SOC1: Managers, Directors & Senior Officials	4	0	0%	21	8	28%
SOC2: Professional Occupations	3	2	40%	24	6	20%
SOC3: Associate Professional & Technical Occupatio	3	0	0%	144	56	28%
SOC4: Administrative & Secretarial Occupations	0	1	100%	26	12	32%
SOC9: Elementary Occupations				2	0	0%
				217	82	

Table 6: Representation at different levels by role [n$_{2014}$ = 299 employees].

c.   **Representation at different pay levels**

Pay grades continue to reflect gender disparities. Five [5] organisations representing 348 employees disclosed remuneration data this year.   In these organisations just under half [49%] of the population are paid £40,000 or more and of these just over a fifth [21%] are women. More strikingly 3% of women in the workforce overall earn £50,000 or more, compared with 33% of men.

Pay Level	5 organisations :: 51 employees 2013 Disclosure				5 organisations :: 348 employees 2014 Disclosure			
	Men		Women		Men		Women	
<10K					0	0%	3	2%
10K to <20K	5	19%	5	21%	14	7%	16	11%
20K to <30K	9	33%	6	25%	27	13%	29	20%
30K to <40K	6	22%	6	25%	28	14%	62	42%
40K to <50K	2	7%	4	17%	20	10%	27	18%
50K+	5	19%	3	13%	113	56%	9	6%

Table 7: Representation at different pay levels [n$_{2014}$ = 348 employees]

Caution should be exercised in extrapolating from either of these results as the sample size represents less than 3% of the total number employed in the industry and the margin of error is therefore high.

Disclosure 2: maternity and paternity

22 organisations provided information on maternity and paternity arrangements, representing 1,973 employees [Table 8]

Disclosure 2 :: Maternity & Paternity	2013 Disclosure		2014 Disclosure	
	No. of organisations	No. of employees	No. of organisations	No. of employees
2a : maternity & paternity schemes	38	2419	22	1973
2b to 2e: return to work and retention	4	48	4	400

Table 8: Organisations making a disclosure on maternity and paternity arrangements.

a.   **Maternity and paternity schemes**

Notwithstanding obligations to provide a minimum level of benefits, not all organisations disclosed their maternity and paternity arrangements. Of the 81% of the respondents [22] who did, around one third [32%] offer enhanced maternity benefits covering 545 (female) employees and a little over a quarter [27%] provide enhanced paternity benefits cover for 549 (male) employees; the remainder provide the statutory minimum as presumably those not disclosing data here must also do.

Disclosure 2a: Maternity & Paternity Schemes		2013 Disclosure				2014 Disclosure			
		Maternity		Paternity		Maternity		Paternity	
		No. of organisations	No. of employees	No. of organisations	No. of employees	No. of organisations	No. of (female) employees	No. of organisations	No. of (male) employees
Statutory Minimum		21	1038	27	1316	15	292	16	539
Enhanced Leave		0	0	1	13	1	35	0	0
Enhanced Pay		10	502	7	682	4	9	4	46
Enhanced Leave & Pay		7	879	3	408	2	501	2	503
		38		38		22	837	22	1088

Table 9: Comparison of Maternity and Paternity Schemes 2013-2014 [n_{2014} = 1925 employees]

b.- e. Maternity and paternity leave: return to work & retention

Five [5] organisations representing 390 employees provided information on return to work and retention rates. Across those organisations 12 members of staff took maternity leave in the previous 12 months.

Of the 9 who were due to return to work only one failed to do so and based on the prior year's figures, one would expect all of these to continue to still be employed 12 months later.

A similar pattern was apparent in paternity leave: 12 employees took paternity leave with another three taking additional (extended) leave all of whom returned to work subsequently.

Disclosure 3: Flexible working arrangements

A growing trend toward more flexible working arrangements is apparent.

Of the seventeen [17] companies disclosing their working practices in this area, the majority [94%] offer part-time working as standard, albeit frequently informal, practice. As noted previously, of the 13% of people working part-time, 57% are women.

Flexitime [practiced by 71% of responding companies], home-working [100%], tele-working [82%] and time-off in lieu (TOIL) [94%] are also common practice. There is rather less flexibility though in term-time working [practiced by only 29% of responding companies], compressed hours [41%] or annual hours [17%].

Only 18% [3] of disclosing companies offer any form of job share.

17 responses :: 1813 employees		Practiced						Not practiced					
		No. of organisations		Change on 2013	No. of employees		Change on 2013	No. of organisations		No. of employees			
2014 ranked by number of employees													
Home-working		17	100%	13%	1813	100%	23%	0	0%	0		0%	
Time off in lieu		16	94%	94%	1810	100%	100%	1	6%	3		0%	
Part-time working		16	94%	23%	1652	91%	3%	1	6%	161		9%	
Teleworking		14	82%	82%	1540	85%	85%	3	18%	273		15%	
Flexitime		12	71%	5%	1497	83%	41%	5	29%	316		17%	
Compressed hours		7	41%	10%	1347	74%	40%	10	59%	466		26%	
Job share		3	18%	-19%	1009	56%	3%	14	82%	804		44%	
Term-time		5	29%	-10%	130	7%	-44%	12	71%	1683		93%	
Annual hours		3	18%	-9%	43	2%	-27%	14	82%	1770		98%	

Table 10: Flexible working arrangements 2014 [n_{2014} = 1813 employees]

Disclosure 4: Other equality and diversity issues

Seventeen [17] organisations provided information on equality and diversity issues representing 78% of the employees

Disclosure 4: Dignity at Work		40 organisations :: 2433 employees				17 organisations :: 1816 employees			
		2013 Disclosure				2014 Disclosure			
		No. of organisations		No. of employees		No. of organisations		No. of employees	
4a: Dignity at work policies		36	90%	2433	100%	15	88%	1811	100%
4b: Monitoring of equalities data		4	10%	48	2%	4	24%	342	19%
4c: Other diversity activities		1	3%	12	0%	0		0	

in the survey [Table 11].

Table 11: Equality and diversity disclosure [n_{2014} = 1816 employees]

a. **Dignity at Work policies**

The majority of disclosing organisations [88%: 15 companies representing 1,811 employees] confirmed that they had formal policies covering Equalities. Of these 77% [13 companies representing 1,803 employees] also had formal policies covering harassment and bullying. Two [2] companies have no formal policies covering Dignity at Work at all.

b. **Monitoring of equalities data**

Four [4] organisations representing 342 employees monitor equalities data across the protected characteristics of age, disability, gender, gender re-assignment, sexual orientation, ethnicity/race and religion or belief. No more detailed data was provided.

c. **Other diversity activities**

Organisations were asked to identify other diversity activities that they were engaged in: Stonewall Workplace Equality Index [www.stonewall.org.uk] or a signatory to the MINDFUL Charter for Employees [www.mindfulemployer.net]. No organisation provided any information on this topic.

Conclusions

The principal findings from this year's survey are that :

i. women now make up 40% of the workforce in the renewables sector, up 12% from 2013;
ii. while the data identified some positive trends in gender balance in job roles and pay and provide cause for some optimism in working practices associated with maternity and paternity schemes, the returns in these areas are too small for any definitive conclusions to be drawn;
iii. it would appear also that companies are implementing appropriate policies to promote equalities and diversity in the workplace but there is too little data to draw definitive conclusions and scant evidence of monitoring the impact of those policies.

This year's population of 2,329 employees reflects a fall of 37% in the number of employees represented in the 2013 disclosure. We believe that this may be attributable to a Scottish Renewables survey of employment in the sector that was in circulation at the same time[xiii]. Incorporating the annual disclosure into Scottish Renewables' survey may provide a more effective and efficient means of data collection. An early meeting with Scottish Renewables to explore this synergy is recommended.

The voluntary disclosure of company names and the resulting anonymity amongst the responses precludes meaningful year-on-year comparisons for specific companies. The value of so doing is marginal, not least as it may deter full and open sharing of data.

More guidance is probably required on the classification of job roles using the Standard Occupational Classification in order to support meaningful benchmarking of gender distribution and seniority in the industry.

Overall though, the survey continues to provide a statistically significant dataset [$p < 0.05$ :: CI ± 2] from which indicative trends in gender distribution and working practices in the renewables industry sector can be observed.

Annex A: Case study contact details

The following organisations expressed interest in contributing to a case study and provided contact details:

4. included Land Use Consultants :: Helen Ash helen.ash@landuse.co.uk | 020 7383 8439
5. Ore Catapult :: Nicole McClement nicole.mcclement@orecatapult.org.uk | 0333 004 1415
6. SgurrEnergy :: Alan Smith alan.smith@sgurrenergy.com | 0141 227 1746
7. Muirhall Energy :: Nikki Carlyle nkc@muirhallenergy.co.uk | 01501 785088
8. AC Gold Energy :: Romaine romaine@acgoldenergy.co.uk | 01786 849099

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