

The Timewise Flexible Jobs Index Scotland

Maximising talent and
driving inclusive growth



This report has been commissioned by the Scottish Government,
working in partnership with Family Friendly Working Scotland

Research has been conducted, and
this report authored, by Timewise

Foreword

The Flexible Jobs Index Scotland, produced by Timewise, highlights that demand for flexible jobs in Scotland completely outstrips supply. The consequences of this are far reaching, as a lack of flexible jobs negatively affects individuals and their families, employers and our economy.

With so many people in Scotland seeking flexible work, employers are missing out on attracting talent by failing to offer flexibility at the point of recruitment. Individuals who have negotiated flexibility with their employer can find themselves 'stuck' in roles, blocked from progression as there is no flexible jobs market for them to access. And the lack of good quality flexible jobs also results in workers downgrading to get the flexibility they need. Many people who require flexible work are locked out of the labour market altogether, or are pushed into low-paid part-time work. We know from previous research that low income workers have less access to family friendly and flexible working in their existing workplace, making it particularly difficult to combine work and family life.

Positive strides have been made, with many employers providing flexible working for existing employees. However, when it comes to flexible recruitment the picture is very different - as the Index demonstrates, few employers mention flexibility at the point of recruitment. Working Families' research indicates that flexibility is on the table more often than explicitly stated, so employers are missing the chance to attract the best talent by being more upfront about flexibility.

It is time to radically change the way jobs are designed and advertised, moving towards flexibility by default. 'Normalising' flexibility will help create a fairer Scotland: more people will be able to access quality work; we will see greater equality as women and men can progress in their careers while working flexibly and working families will have a better balance between home and family life.

We encourage every employer to take a 'flexible by default' approach to job design and begin the flexible working conversation at the recruitment stage by using the Happy to Talk Flexible Working logo and strapline in job adverts.

Working together - employers, government and organisations like ours that support culture change - we can create a progressive flexible working culture in Scotland which enables families to thrive and delivers real benefits for business and our economy.



Nikki Slowey,
Programme Director,
Family Friendly Working Scotland

Introduction

Over half the UK's workforce have some form of flexibility in how, when or where they work¹. Yet we know from our UK Timewise Flexible Jobs Index that less than 1 in 10 quality job vacancies mention the option to work flexibly at the point of hire. The recruitment market for flexible jobs, which we call 'flexible hiring', lags far behind flexible working practice.

Jobs advertised with flexibility are so scarce that 77% of part-time workers feel 'trapped' in their current role². These are primarily people who need to work flexibly for a range of reasons, such as caring responsibilities or health issues. All too often their career progression grinds to a halt, and they either down-skill to get the flexibility they need, or drop out of the labour market altogether.

This report was commissioned by the Scottish Government and Family Friendly Working Scotland, as a commitment in the Fairer Scotland Action Plan, to shine a light for the first time ever on the current state of the flexible hiring market in Scotland. It highlights the current ratio of quality jobs advertised as open to flexibility. It also identifies the level of demand for flexibility in Scotland and the number of people who could raise their living standards if they could get a quality flexible job.

We hope the findings from this report will encourage employers to extend flexible working to the hiring process, to avoid missing out on the talents and skills of many candidates who can only consider jobs that offer flexibility. Our experience at Timewise has been that, with leadership engagement plus support to help managers understand flexible job design, organisations can adapt their recruitment practices to open up more of their jobs to flexible working from the point of hire. As a result, employers will be better able to access the best available talent, and in doing so will help to create a stronger, more inclusive economy in Scotland for the benefit of everyone.



Emma Stewart,
joint CEO, Timewise

Objectives

- To help fill a knowledge gap by providing the first ever analysis of the ratio of quality jobs advertised with part-time or flexible working options in Scotland
- To explore the difference in pay rates between part-time and full-time work in Scotland
- To identify the numbers of parents, older people and disabled people who are currently workless or working part-time below their appropriate pay rate, and who could benefit from a greater supply of quality flexible jobs
- To explore the potential impact on living standards and skills maximisation, that could be gained by opening up more quality roles to flexibility
- To provide an evidence base for the Scottish Government and Family Friendly Working Scotland to influence employers to take action on flexible hiring
- To provide recommendations to both the Scottish Government and the UK Government to stimulate the flexible hiring market.

Background

The flexible jobs market and its challenges for candidates

Over half of the UK working population currently works flexibly¹ - whether part-time, working from home or simply flexing the start and end of their working day. Millions more want to. But the need to work in a non 9-5 way can lock people out of work or trap them in low pay. This finding was documented in a 2016 UK-wide study by Timewise, commissioned by the Joseph Rowntree Foundation: How Flexible Hiring Could Improve Business Performance and Living Standards.

The JRF report explored evidence that mothers, older workers and disabled people are particularly disadvantaged by the lack of good quality flexible jobs. Moreover, as many low-skill part-time jobs are currently taken by over-qualified people who have down-graded in order to get the flexibility they need, others with lower skills are unable to compete and become locked out of the jobs market.

This current report seeks to explore the extent of the same problem in Scotland. It builds on the findings of the JRF study and adopts its methodology, a key element of which was defining a 'quality flexible job' (see definitions in the panel below).

The role of employers

The majority of employers offer flexible working to employees they know and trust. It is typically seen as a retention tool, offered to people as a concession.

But very few employers recognise that flexible working can also be used in the recruitment process as a tactic to attract talent. Most follow the default practice of advertising new jobs on a full-time basis, even when they were previously filled by a part-time or flexible worker.

This failure to hire people into flexible jobs is partly due to an inconsistent approach to flexible working, but it is also due to a lack of knowledge and awareness. Employers consistently underestimate just how precious a benefit flexibility is - so they rarely think to promote it alongside other benefits such as a competitive salary, pension, or health insurance. Many employers are also unaware of the scale of 'skills waste' in Scotland that results from the lack of quality flexible jobs.

This report provides evidence to address these misconceptions, and highlights to employers that they are currently missing out on the talents and skills of many candidates who can only consider jobs that offer flexibility.

Definitions

'Quality' job

This report defines a 'quality job' purely on the basis of salary, using the threshold of £20,000 FTE that was established in the JRF 2016 study. The threshold is based on meeting minimum income standards for parents, older people and disabled people (see the appendix for a fuller explanation). While many other factors might influence what may be considered 'quality employment', this study is concerned with fluidity in the flexible jobs market and with living standards; salary is the critical issue.

'Flexible' job

By this we mean any permanent job (ie excluding temping and self-employed opportunities) that is either advertised as part-time or, if full-time, is advertised offering at least one of these forms of flexibility:

- the possibility of a reduced hours contract
- a different pattern of work such as flexitime or shifts (provided the arrangement is intended to offer choice and a better work-life balance, rather than being restrictive or necessitating unsociable hours)
- the ability to work from home for some or all of the working week
- open to discussion about flexibility on either hours or location.

Key findings

- Amongst jobs in Scotland paid £20,000 FTE or more, only 11.9% are advertised with flexible working options at the point of hire. This is above the UK average of 8.7%³ yet is still a small proportion. It represents a significant barrier to entering and progressing in quality employment for many people in Scotland.
- The availability of quality flexible jobs varies significantly depending on the field of work. They are scarce, for example, in construction, management, manufacturing and engineering; they are more common in health and education. Salary also has an effect: as salary rises, availability declines (until executive level is reached).
- Part-time workers in Scotland are more likely than full-time workers to be employed in jobs below their skill level.
- Part-time workers experience a significant hourly pay penalty (on top of loss of income due to working fewer hours). The penalty is greatest amongst those with qualifications - for example, part-time workers qualified to SCQF Level 6/7 experience a 28% drop in hourly pay compared to their full-time counterparts; the pay penalty is 15% for those with no qualifications.
- Just over a third (34%) of workless people looking for work in Scotland are seeking part-time or flexible vacancies, and these people are better qualified than their counterparts looking for full-time work.
- In Scotland there are 128,300 people, qualified to a level that indicates they should be able to earn at least £20k FTE, who want to work part-time and would benefit if they could get a flexible job above this salary level. The majority of these people (110,000) are currently working part-time below £20k FTE.



Implications for employers

Key learnings

- There is a flexible jobs market deficit in Scotland, caused by the large gap between flexible working (which is now widely accessible to existing employees) and flexible hiring (which is relatively rare).
- The gap between flexible working and flexible hiring is causing a talent bottleneck, particularly for women. Without a flexible jobs market they can go to, a significant number of people become trapped in low-paid part-time work, NOT because of a lack of skills, but because they need flexibility and can't find a quality flexible or part-time job. The skills of these workers are being under-utilised by employers, and many even drop out of the workplace altogether.
- By failing to offer flexible working options at the point of hire, employers are cutting themselves off from a proportion of the candidate market. These 'lost' candidates include some of the very best talent, and the most diverse. They represent women returners, older workers and disabled people; but also millennials (people born in the 1980s and 1990s) and those simply seeking to work differently⁴.
- Particularly for fields of work that are known to have skills shortage problems, there are clear benefits in accessing the wider talent pool that is available to work flexibly.
- As well as skills maximisation, advertising quality flexible jobs at the point of hire will ultimately allow employers to improve performance and productivity⁵.

What needs to be done?

- To begin using flexibility as an employee benefit that will attract talent, employers need to take a proactive approach to job design in terms of when, where and in how much time a job can be done.
- There is also a need for employers to consider how they advertise jobs internally, to enable their existing flexible workers to progress their careers, and ensure continuing skills maximisation at all levels.
- Access to advice and guidance, and possibly specialised training, may be needed to help employers to adapt to flexible job design and to embed new attitudes and approaches into their organisation's culture.

What help is already available?

Free support is already available from some sources, to help employers develop their recruitment practice to include flexibility.

Family Friendly Working Scotland spans the boundaries between private, public and third sectors, offering practical support to employers and sharing best practice. They promote innovative and sustainable ways of working that are good for families and the Scottish economy. Family Friendly Working Scotland supports employers to utilise the [Happy to Talk Flexible Working strapline and logo](#) which is free to use and endorsed by the Scottish Government.

The Hire Me My Way campaign, run by Timewise, is a UK-wide campaign calling for more employers to open up to flexible hiring. It offers guidance to assist the transition.

Working Families, the UK's work life balance charity, can provide in depth support for members, as well as a range of free resources and events. The charity works directly with employers to enable them to create family friendly workplaces that work for people and the economy.



Implications and recommendations for Government

For the Scottish Government

- The Scottish Government should champion the business and social benefits of flexible hiring to employers in Scotland.
- Flexible working is a key ask of employers as part of the Scottish Business Pledge and the wider Fair Work commitments. As part of strategies to encourage action on tackling the gender pay gap, flexible hiring should also be included.
- Support Family Friendly Working Scotland to continue its work developing an ambassador network of leading employers to champion flexible hiring, expanding on the existing evidence and exemplars already established.
- Promote guidance to employers on how to adapt their recruitment practices, by using the Happy to Talk Flexible Working strapline, signposting to case studies and advice on good practice through (for example) Family Friendly Working Scotland, Working Families and Timewise's Hire Me My Way campaign.

For the UK Government

- This index makes clear the need for decisive action from both the UK and Scottish Governments to improve the quality flexible jobs market.
- Unlocking more quality roles to flexibility will have a positive impact on earnings, career progression and job mobility, particularly for parents, carers and disabled people. It will also free up entry level part-time and flexible jobs for those locked out of work, because they currently have to compete with higher skilled workers who have downgraded to get the flexibility they need.
- The UK government should encourage employers across the UK to embrace flexible hiring as part of national and regional inclusive growth strategies, through gender pay gap reporting and within industrial strategies.
- The UK government should also task Jobcentre Plus staff and employment and skills providers to encourage employers to offer flexible working options at the point of hire, in order to improve the outcomes of major welfare programmes and progress low-paid part-time workers.

How many jobs in Scotland are advertised with flexible working options?

Analysis of the jobs market in Scotland shows that only 14.5% of advertised job vacancies offer flexible working options. This is a low proportion in any event, and salary analysis further shows that flexible working is more associated with low-paid roles.

Relatively high proportion amongst low-paid jobs



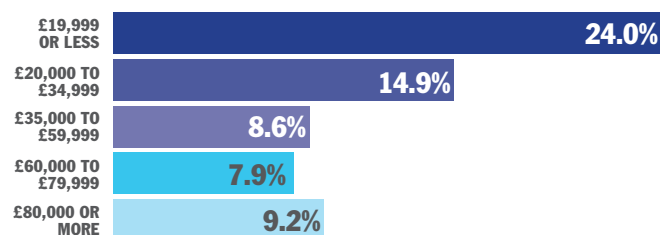
Flexible jobs are reasonably prevalent under £20k FTE, at 24% in Scotland (higher than the UK ratio of 20%). This echoes earlier studies that have found a correlation between low-paid jobs and flexibility - particularly part-time work⁶. It suggests an opportunity to tackle under-employment amongst people who need flexibility - not by providing more hours, but by unlocking a greater number of better paid roles to flexibility.

Poor supply amongst jobs paid £20k+ FTE



Amongst jobs in Scotland paid £20k FTE or more, only 11.9% are advertised with flexible working options at the point of hire. This actually compares favourably with the UK average of 8.7%. However, for those people who need to work flexibly, it is still only 1 in 8 quality vacancies and remains a significant barrier to entering work or career progression.

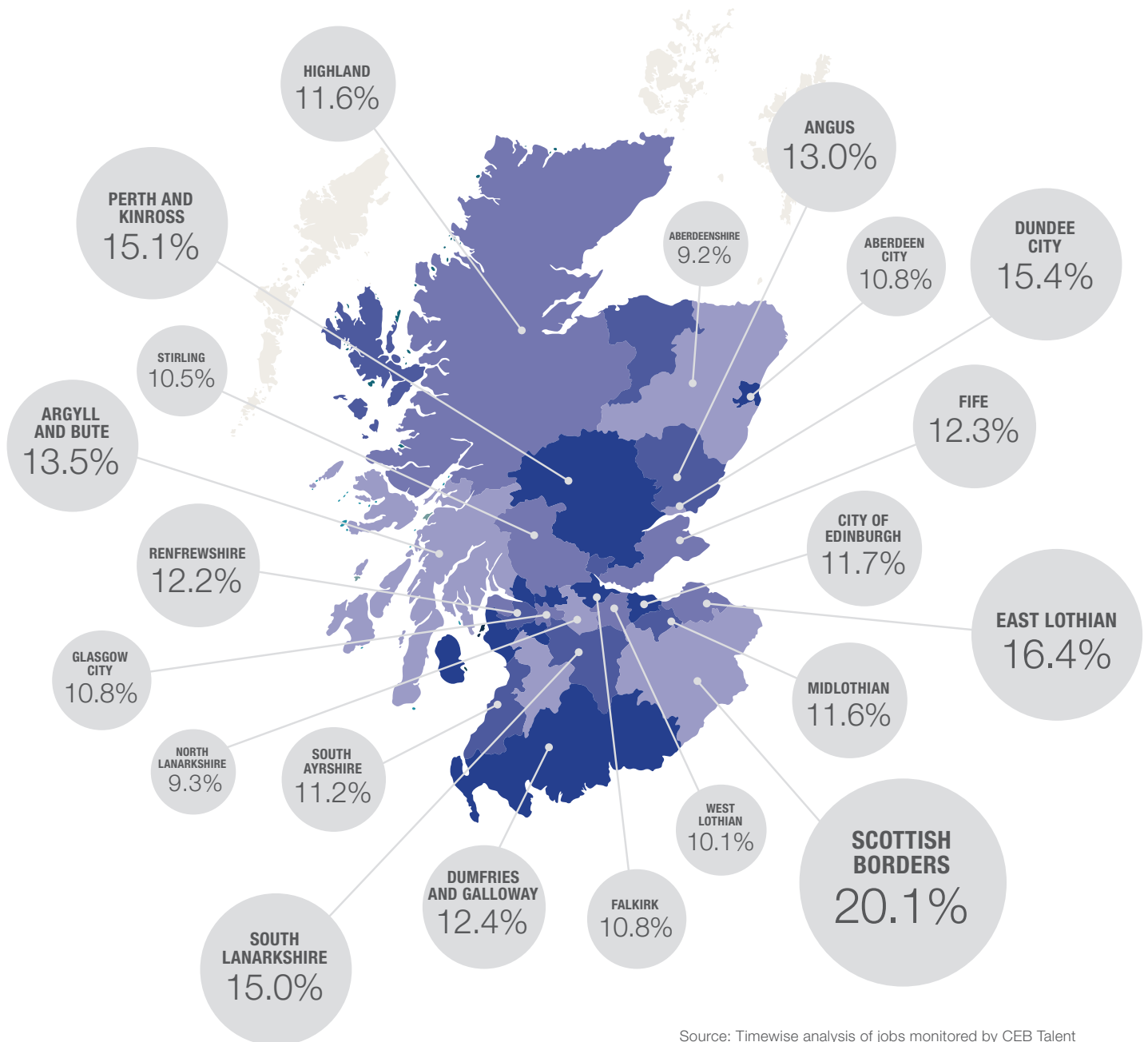
Sharp decline as salary increases



The availability of flexible jobs decreases as salary increases, with the lowest proportions being for jobs paid between £35,000 and £79,000. This has severe implications for employees who want to progress their careers, but need to work flexibly. It has a direct negative impact on gender diversity, as it squeezes the female talent pipeline to senior level roles⁷.

Source: Timewise analysis of jobs monitored by CEB Talent Neuron (whose salary bands are chosen to broadly reflect jobs at entry level, middle income, upper middle, higher, and top level).

Proportion of flexible jobs paying £20k+ FTE, by local authority area



Source: Timewise analysis of jobs monitored by CEB Talent Neuron, in local authority areas with more than 200 flexible jobs.

The ratio of quality flexible jobs varies considerably across Scotland's local authority areas. Further analysis would be required to map this against the clustering of industries and sectors in particular regions, and the supply of available labour. This analysis could be used to support a more targeted regional approach to inclusive growth.

Proportion of flexible jobs paying £20k+ fte, by role type



Source: Timewise analysis of jobs monitored by CEB Talent Neuron

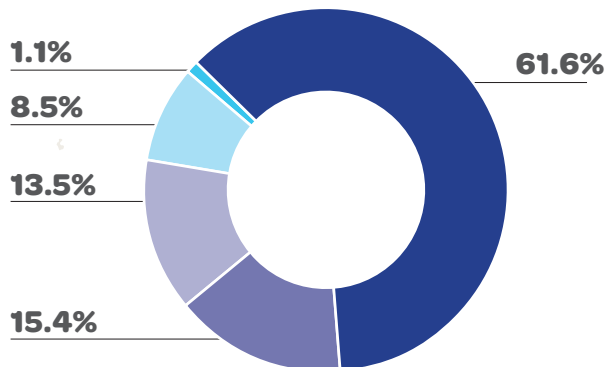
The proportion of quality jobs advertised with flexible options varies considerably depending on the type of role. It's important to note that these are role types, not industry sectors.

The differences between some role categories are extreme: the proportions of flexible jobs in health and social care are around four times greater than those for engineering, manufacturing or IT.

This highlights that flexibility is most likely to be offered where jobs have historically been designed in flexible shift patterns, such as in nursing. However, there is a significant opportunity for employers to use flexible hiring to competitive advantage, to attract talent into sectors with skills shortage problems or with a challenging jobs' growth forecast, or to increase gender diversity. For example, employment in ICT and digital technology is predicted to increase substantially in Scotland (from 84,000 to 150,000) by 2020.⁸

Which types of flexible working are most common?

Salary £20K+ FTE



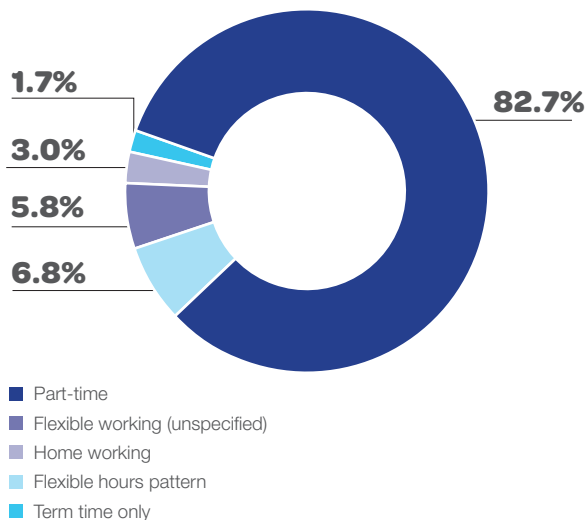
Amongst flexible jobs advertised in Scotland and paid £20k+ FTE, a clear majority (61.6%) were part-time. 15.4% of job adverts mentioned the possibility of flexible working, but without specifying which type.

Amongst lower paid flexible jobs, part-time dominates to an even greater extent (82.7%). As mentioned previously, there is an entrenched correlation between part-time work and low pay.

However, it's important to remember that most jobs are advertised full-time with no mention of flexibility. The greatest potential for increasing flexible hiring lies with full-time jobs being opened up to flexible working options.

Greater understanding of job design (looking at when, where, and in how much time jobs need to be done) can enable employers to consider which types of flexible working options are possible for each role. For example, it may be possible to offer some home working, or simply flex the start and finish times. Flexibility can then be articulated in the job advert.

Salary £14K- £19,999 FTE



Source: Timewise analysis of jobs monitored by CEB Talent Neuron

The pay penalty for part-time workers in Scotland

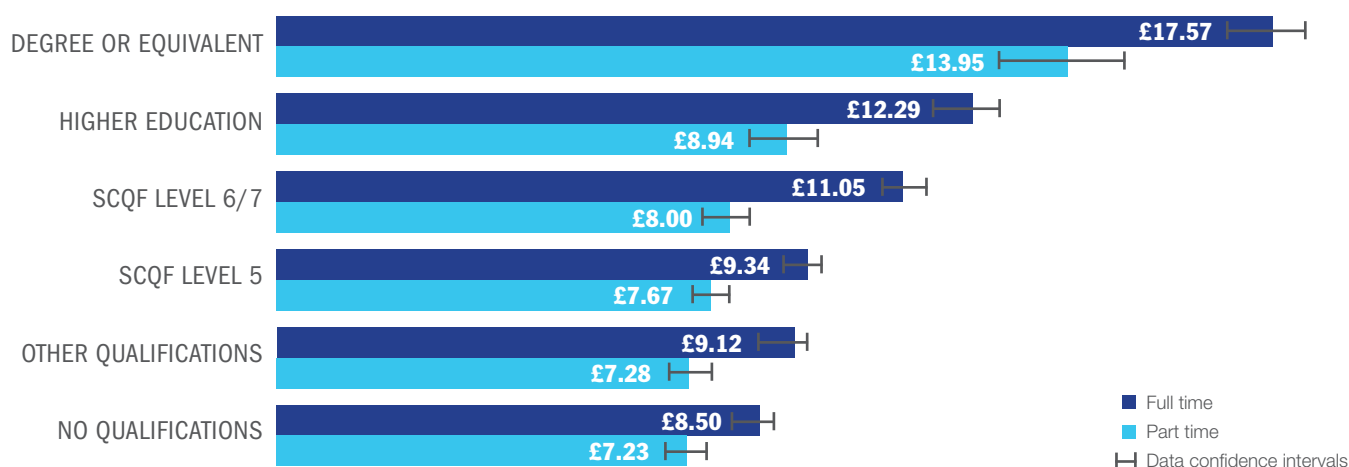
Analysis of the earnings of people in Scotland clearly shows that part-time workers are disadvantaged by an hourly pay differential, and not simply because they work fewer hours than their full-time counterparts.

This sets the context for the need for better quality part-time jobs, showing the latent potential for part-time workers to maximise their earnings and their full potential within the hours they have available to work. It also signals lost productivity and lost measured economic activity for business and the Scottish economy.

The two charts below show the hourly pay discrepancy between part-time and full-time workers in Scotland, by their qualification level. The first chart shows median hourly earnings, while the second chart shows the actual hourly pay differential.

In all qualification groups, earnings for part-time workers lag behind earnings for full-time workers. This means that, for every hour worked, there is an earnings differential (or loss). The differences in cash terms are larger for higher qualified part-time workers, with those educated to degree level experiencing the greatest cash drop at £3.62 per hour worked. In percentage terms, all groups lose between 15% (no qualifications) and 28% (SCQF Level 6/7) of their hourly earnings by working part-time.

Median hourly earnings for full-time and part-time workers, by qualification level



Drop in hourly earnings for part-time workers, by qualification level



Source: Learning and Work Institute analysis of the Annual Population Survey (July 2015 to June 2016)

Occupation patterns of part-time workers in Scotland

The hourly earnings disadvantage of part-time workers reflects a pattern of widespread under-utilisation of skills. The charts below show occupational patterns by qualification level, firstly for permanent full-time workers and secondly for part-time workers who do not want a full-time job.

The basic pattern in both charts is that higher skilled workers are employed in occupations that require higher skills, and vice versa. However, a higher proportion of part-time workers are consistently employed in jobs below their skill level across a range of occupations.

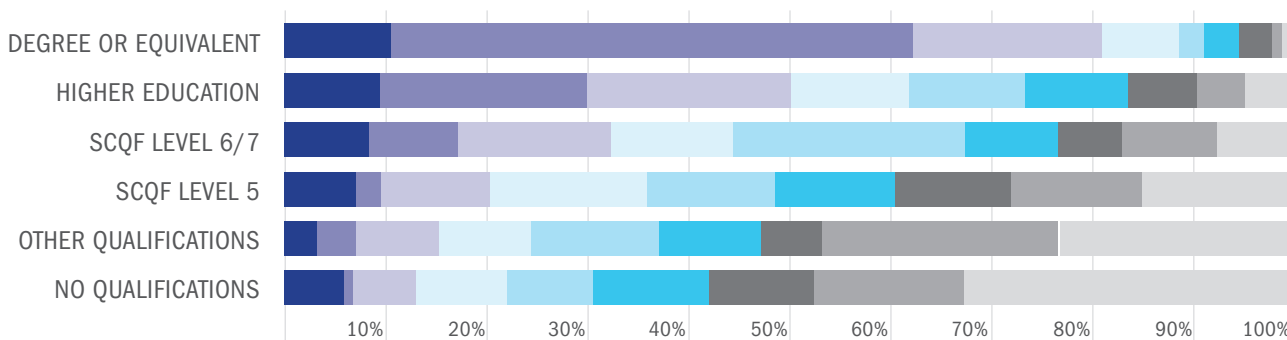
For example, for graduates, 81% of full-time permanent workers are working in jobs in the higher-skilled categories of managerial, professional and associate professional. For part-time workers, this proportion is 11 percentage points lower at 70%.

For those qualified at SCQF Level 6/7, 68% of full-timers are employed in skilled trades or above (to the left side of the chart). The equivalent for part-time workers is 48%, a 20 percentage point deficit.

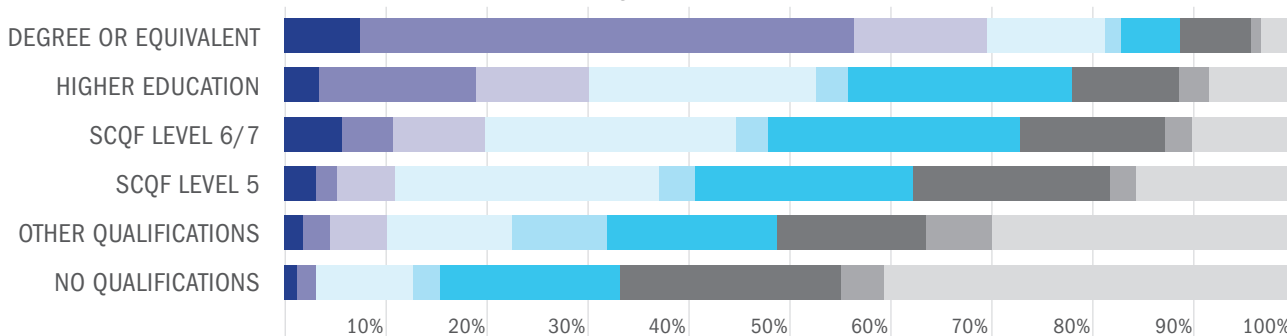
It is clear that people who choose to work part-time often compromise pay for time. There is a level of underemployment in Scotland, not through a shortage of hours worked but due to people getting stuck in low-skilled, low-paid part-time jobs where they are over-qualified and under-utilised.

Occupation patterns by qualification level

Full-time, permanent workers



Part-time workers who do not want a full-time job



Source: Learning and Work Institute analysis of the Annual Population Survey (July 2015 to June 2016)

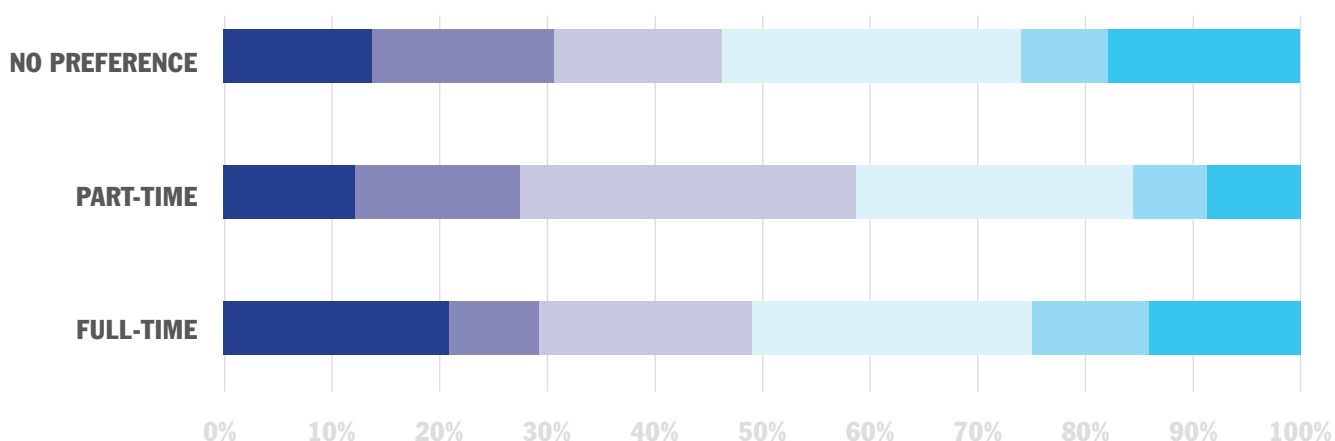


Qualification levels of people not in work and seeking part-time jobs

Analysis of the qualification levels of people in Scotland who are not in work, provides further evidence that those who want to work part-time are better qualified than their full-time counterparts.

The chart below shows that people not in work and seeking only part-time jobs are better qualified than those seeking full-time work or those with no preference. 58% of those looking only for part-time work are qualified to SCQF Level 6/7 or above, which is the qualification level that indicates the necessary skills and earning potential to attain a 'quality job'.⁹

People in Scotland not in work, by working pattern sought and qualification level



Source: Learning and Work Institute analysis of the Annual Population Survey (July 2015 to June 2016)

- Degree or equivalent
- Higher education
- SCQF Level 6/7
- SCQF Level 5
- Other Qualifications
- No Qualifications

Fierce competition for a small number of part-time jobs

In the 12 months to June 2016, 158,600 people in Scotland were looking for work and not currently working. Just over a third of these (53,500) were seeking part-time work only. A further 39,100 people had no preference between full-time or part-time work, and thus would be competing for part-time vacancies alongside those seeking only part-time work.

This means that 58% (92,600) of workless people looking for work in Scotland were competing for part-time vacancies, which account for only 10% of advertised jobs (the hiring market analysis earlier in this report showed that the proportion of jobs advertised with flexible working options is 14.5%, but part-time jobs represent only a proportion of this).

The potential for raising living standards

A substantial majority of people who want to work part-time, in spite of the fact that this typically entails a drop in hourly pay and corresponding work status, feel they have no other choice. The main groups who need to work part-time are parents, disabled people and older workers.¹⁰

Many of these people are workless, or are working in low-paid part-time jobs below their skill level. As previously shown, they are disproportionately well qualified, and might be capable of attaining a quality part-time job if more such jobs were available.

A full explanation of the calculations to quantify how many people are disadvantaged by the poor supply of quality flexible jobs is available in Appendix 3, but in summary the numbers are provided below.

The number of people whose living standards could be raised if quality part-time jobs were in greater supply

16,800	+	111,500	=	128,300
Parents, disabled people and older people who are seeking part-time work, are workless, and have the qualifications commensurate with attaining a quality job (SCQF 6/7 and above).		Parents, disabled people and older people who want to work part-time and are currently under-employed (ie working part-time below their qualification level, but quite capable of carrying out a job paid £20k FTE).		Total number of people who could optimise their earnings and raise their living standards if quality part-time jobs were in greater supply at the point of hire.

Positive impact for lower-skilled people too

An increase in quality part-time and flexible jobs would stimulate greater job mobility, and therefore tackle under-employment for people with lower level qualifications. This is because many low-skill part-time jobs are currently taken by over-qualified people who have down-graded in order to get the flexible working arrangement they need. If these well qualified people can move up into part-time work at an appropriate skill level, it will free up lower-skilled jobs for those who need them.

Methodology and references

Methodology

The Timewise Flexible Jobs Index for Scotland is based on analysis of over 230,000 job adverts in Scotland, in the period September to December 2016. The data source is CEB TalentNeuron, and jobs were filtered using 14 keywords relating to different forms of flexible working. The following job types were excluded from the analysis: temping, self-employed, commission only, freelance, franchise opportunities.

Further analysis on part-time earnings, employment patterns and levels of under-employment were conducted using the Household version of the Annual Population Survey July 15-June 16, and using the current Scottish Credit and Qualifications Framework (SCQF).

References

1. 54% of the UK workforce work flexibly. Source: Employee Outlook, Focus Commuting and Flexible Working, CIPD, 2016
2. The Flexibility Trap, Timewise, 2013
3. Timewise Flexible Jobs Index, Timewise, 2016
4. NextGen: A Global Generational Study, PwC, the University of Southern California and the London Business School, 2013
5. The Agility Mindset, Fiona Cannon OBE, 2017
6. Sources include: Low Pay Britain, the Resolution Foundation 2015; Building a Sustainable Quality Part-time Recruitment Market, Joseph Rowntree Foundation, 2012
7. Sources include: <https://www.publications.parliament.uk/pa/cm201516/cmselect/cmwomeq/584/584.pdf>
8. Scotland's Labour Market Strategy, The Scottish Government, 2016
9. How Flexible Hiring Could Improve Business Performance and Living Standards, Joseph Rowntree Foundation, 2016
10. Annual Population Survey Household dataset for January-December 2015

Appendix

A1 Explanation of the methodology used to define a ‘quality job’

The quality jobs threshold of £20k FTE was established in ‘How Flexible Hiring Could Improve Business Performance and Living Standards’, Joseph Rowntree Foundation, 2016. The salary required to meet minimum income standards was calculated at £10.63 per hour, which equates to £20,797 at a working week of 37.5 hours, or £19,411 at a 35-hour working week. Because the MIS calculation was based on the needs of parents, disabled people and older people, these hourly rates are above the Living Wage Foundation’s Living Wage (£8.45 per hour) and well above the UK Government’s National Living Wage (£7.50 if over 25). The annual salary of £20k FTE was adopted as a proxy, falling between the aforementioned salaries of £20,797 and £19,411. It has not been necessary to update the threshold salary for this report, as the latest available data on minimum income standards shows negligible change and the same proxy salary of £20k FTE results.

A2 Note on qualification level data from the Annual Population Survey

As the analysis covers the working age population, qualifications obtained will include school, higher education and vocational qualifications obtained at any point over the last forty years. The SCQF expresses all these qualifications as standard ‘equivalences’ to those currently being delivered. The qualifications will also include those obtained elsewhere than in Scotland. These are included in the equivalences to SCQF levels. The ‘other qualifications’ group includes those for whom an equivalence could not be determined, in the absence of a determinable qualification.

A3 Calculating the number of people whose living standards could be raised if quality part-time jobs were in greater supply

People not in work

Using the Annual Population Survey Household dataset for January-December 2015 (the latest), which does not include qualification levels, we were able to identify the proportions of people not in work and seeking only part-time work who fall into the three groups identified as of policy interest: parents, disabled people, and older people.

The total number of people in this dataset who were not in work and seeking only part-time work is estimated at 53,400, which is in relatively good agreement with the overall APS survey estimate. 54% (29,000) of this cohort fall into our three groups. The remaining 46% are not parents, nor equality act disabled, nor over 50.

Of the 29,000 people who are in our three groups, are not in work, and are seeking only part-time work, parents are the largest single group at 18,500. Additionally, there are 7,200 disabled people (2,400 of these are over 50, and the remaining 4,800 are younger) and 3,400 people who are over 50 (and neither parents of dependent children nor disabled). There are no overlaps between these groups.

The Household version of the Annual Population Survey does not contain qualification variables, but we can estimate the proportion of this total that have sufficient qualifications (SCQF 6/7 and above) to attain a quality job at 58%.

This gives a total of 16,800 people in our three groups who are out of work, seeking only part-time work, and with qualifications that mean they would be likely to be able to do a quality job.

People who are under-employed

In total, there are 150,000 people employed part-time (through choice, excluding those who would prefer to work full-time) and qualified to SCQF 6/7 and above, but who are working in other occupations than managerial, professional or associate professional.

If we exclude administrative and clerical jobs from the calculation, there are still 100,100 people under-employed in part-time roles who are qualified to SCQF 6/7 and above.

Using the Household APS for Scotland, 48% of those choosing to work part-time were parents (including those who were also either disabled or over 50), a further 8% were disabled (but not parents of dependent children), and 17% were older and neither disabled nor parents of dependent children.

If we apply these proportions to the under-employed numbers above, then we reach the following estimates for the under-employed (working part-time below their qualification level, and qualified to SCQF 6/7 or above).

	Not in top 3 occupation groups	Not in top 4 occupation groups
Parents (all)	72,900	48,500
Disabled (not parents)	12,200	8,100
Older (not disabled, not parents)	26,300	17,500
Total	111,500	74,100

This provides an estimate of the large number of people in Scotland who are working in part-time roles below their skill level, and would be quite capable of carrying out a job paid a full-time equivalent rate of over £20k FTE.

Acknowledgements

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About Timewise

Timewise works to unlock the flexible jobs market in the UK. We share market insights on flexible working and flexible hiring, deliver training and consultancy to help businesses attract and develop the best talent, and conduct research such as our annual Flexible Jobs Index. We also run Timewise Jobs, a jobs board for roles that are part-time or open to flexibility.



About Family Friendly Working Scotland

Family Friendly Working Scotland works with employers, government, families and others to promote a flexible and family friendly working culture. This way of working delivers business success and enables working families to have a good work-life balance. Family Friendly Working Scotland is a partnership between Working Families, Parenting Across Scotland, Fathers Network Scotland and the Scottish Government.

