

Employment Monitoring Statistics 2018/2019

1 Workforce Profile as at 31 March 2019

| Workforce Profile | Number | Percentage | 2011 Census Population Statistics for Perth & Kinross as a % | |
|--|--------------------|------------|--|-------|
| Male Employees | 1478 | 26.9% | 48.7% | |
| Female Employees | 4013 | 73.1% | 51.3% | |
| All Employees | 5491 | | | |
| Part Time Employees | 2137 | 39% | | |
| Full Time Employees | 3354 | 61% | | |
| Male Part Time | 187 | 3.4% | | |
| Female Part Time | 1950 | 35.5% | | |
| Male Full Time | 1291 | 23.5% | | |
| Female Full Time | 2063 | 37.6% | | |
| Included in the above numbers: | | | | |
| Age Under Age 20 | 63 | 1.1% | Age 0-15 | 17.2% |
| Age 20-29 | 614 | 11.2% | Age 16-18 | 3.6% |
| Age 30-39 | 1117 | 20.3% | Age 19-24 | 6.2% |
| Age 40-49 | 1525 | 27.8% | Age 25-49 | 31.6% |
| Age 50-59 | 1707 | 31.1% | Age 50-64 | 21.3% |
| Age 60-64 | 373 | 6.8% | Age 65-79 | 14.6% |
| Age 65+ | 92 | 1.7% | Age 80 + | 5.5% |
| Age 16 to 24 | 293 | 5.3% | 5.9% | |
| Minority Ethnic Employees ¹ | 207 | 3.8% | 8.5% ¹ | |
| Disability | 77 | 1.4% | | |
| Maternity Leave | | | | |
| Date Range | On Maternity Leave | | Maternity Leave Returner | |
| 01.04.2012 to 31.03.2013 | 99 | | Not available | |
| 01.04.2013 to 31.03.2014 | 86 | | 93 | |
| 01.04.2014 to 31.03.2015 | 125 | | 83 | |
| 01.04.2015 to 31.03.2016 | 104 | | 121 | |
| 01.04.2016 to 31.03.2017 | 107 | | 99 | |
| 01.04.2017 to 31.03.2018 | 109 | | 105 | |
| 01.04.2018 to 31.03.2019 | 92 | | 105 | |

As disclosure of equality data is voluntary by employees and job applicants the totals for the protected equality groups may not add up to the overall totals in the following tables. This also affects the reliability of the data.

2 Recruitment Applications

| Applications | Number | Percentage |
|-------------------------------------|---------------|-------------------|
| Total Number of Applicants | 8781 | - |
| Male | 2854 | 32.5% |
| Female | 5766 | 65.7% |
| Gender Not Disclosed/Other | 161 | 1.8% |
| Age Under Age 20 | 332 | 3.8% |
| Age 20-29 | 2312 | 26.3% |
| Age 30-39 | 2226 | 25.4% |
| Age 40-49 | 1948 | 22.2% |
| Age 50-59 | 1462 | 16.6% |
| Age 60+ | 327 | 3.7% |
| Age Not Disclosed | 174 | 2.0% |
| Age 16 - 24 | 1400 | 15.9% |
| Minority Ethnic ¹ | 817 | 9.3% |
| Disabled | 449 | 5.1% |
| Religion & Belief Disclosure Rates | 8058 | 91.8% |
| Sexual Orientation Disclosure Rates | 8248 | 93.9% |

3 Recruitment Appointments

| Selections | Number | Percentage |
|-------------------------------------|---------------|-------------------|
| Total | 1093 | - |
| Male | 286 | 26.2% |
| Female | 781 | 71.5% |
| Gender Not Disclosed/Other | 26 | 2.4% |
| Age Under Age 20 | 49 | 4.5% |
| Age 20-29 | 271 | 24.8% |
| Age 30-39 | 270 | 24.7% |
| Age 40-49 | 255 | 23.3% |
| Age 50-59 | 178 | 16.3% |
| Age 60+ | 43 | 3.9% |
| Age Not Disclosed | 27 | 2.5% |
| Age 16 – 24 | 175 | 16.0% |
| Minority Ethnic ¹ | 69 | 6.3% |
| Disabled | 41 | 3.8% |
| Religion & Belief Disclosure Rates | 992 | 90.8% |
| Sexual Orientation Disclosure Rates | 1022 | 93.5% |

4 Internal Promotions

| Protected Equality Group | Internal Promotion Applicants | % | Internal Promotion Appointments | % |
|---|-------------------------------|-------|---------------------------------|-------|
| Ethnicity | | | | |
| White: Scottish/Other British | 876 | 93.8% | 164 | 97.6% |
| Minority Ethnic ¹ | 52 | 5.6% | 3 | 1.8% |
| Ethnicity Not Disclosed | 6 | 0.6% | 1 | 0.6% |
| Total | 934 | - | 168 | - |
| Gender | | | | |
| Male | 303 | 32.4% | 54 | 32.1% |
| Female | 629 | 67.3% | 114 | 67.9% |
| Gender Not Disclosed | 2 | 0.2% | 0 | 0% |
| Total | 934 | | 168 | |
| Age | | | | |
| Disabled | 46 | 4.9% | 8 | 4.8% |
| Age 16 – 24 | 74 | 7.9% | 19 | 11.3% |
| Age Under Age 20 | 18 | 1.9% | 4 | 2.4% |
| Age 20-29 | 174 | 18.6% | 37 | 22.0% |
| Age 30-39 | 276 | 29.6% | 43 | 25.6% |
| Age 40-49 | 272 | 29.1% | 42 | 25.0% |
| Age 50-59 | 164 | 17.6% | 33 | 19.6% |
| Age 60+ | 23 | 2.5% | 6 | 3.6% |
| Age Not Disclosed | 7 | 0.7% | 3 | 1.8% |
| Total | 934 | | 168 | |
| Religion & Belief Disclosure | | | | |
| Religion & Belief Disclosure | 869 | 93% | 158 | 97% |
| Sexual Orientation Disclosure | | | | |
| Sexual Orientation Disclosure | 907 | 97.1% | 163 | 94% |

5 Employee Relations – Discipline

| Category | Number of Cases | % of workforce profile | % of Discipline cases |
|------------------------------|-----------------|------------------------|-----------------------|
| Male | 40 | 0.73% | 54.8% |
| Female | 33 | 0.60% | 45.2% |
| Total | 73 | 1.33% | - |
| Age Under Age 20 | 1 | 0.02% | 1.4% |
| Age 20-29 | 9 | 0.16% | 12.3% |
| Age 30-39 | 17 | 0.31% | 23.3% |
| Age 40-49 | 20 | 0.36% | 27.4% |
| Age 50-59 | 23 | 0.42% | 31.5% |
| Age 60-64 | 3 | 0.05% | 4.1% |
| Age 65+ | 0 | 0.00% | 0.0% |
| Ethnic Minority ¹ | 2 | 0.04% | 2.7% |
| Disabled | 1 | 0.02% | 1.4% |

6 Employee Relations - Grievance and Dignity at Work

| Category | Number of Cases | % of workforce profile | % of Grievance & Dignity at Work cases |
|------------------------------|-----------------|------------------------|--|
| Male | 7 | 0.13% | 38.9% |
| Female | 11 | 0.20% | 61.1% |
| Total | 18 | 0.33% | - |
| Age Under Age 20 | 0 | 0.00% | 0.0% |
| Age 20-29 | 1 | 0.02% | 5.6% |
| Age 30-39 | 2 | 0.04% | 11.1% |
| Age 40-49 | 2 | 0.04% | 11.1% |
| Age 50-59 | 11 | 0.20% | 61.1% |
| Age 60-64 | 1 | 0.02% | 5.6% |
| Age 65+ | 1 | 0.02% | 5.6% |
| Ethnic Minority ¹ | 0 | 0.00% | 0.0% |
| Disabled | 0 | 0.00% | 0.0% |

7 Exits from the Council

Measure is number of permanent contracts ended.

| Exits | Number | Percentage | Full Workforce Profile % | Permanent Workforce Profile % |
|--|--------|------------|--------------------------|-------------------------------|
| Total | 441 | | 8.0% | 9.0% |
| Male | 136 | 30.8% | 2.5% | 2.8% |
| Female | 305 | 62.2% | 5.6% | 6.2% |
| <i>Included in the above numbers:</i> | | | | |
| Age Under Age 20 | 3 | 0.7% | 0.7% | 0.8% |
| Age 20-29 | 37 | 8.4% | 1.5% | 1.7% |
| Age 30-39 | 81 | 18.4% | 1.5% | 1.7% |
| Age 40-49 | 82 | 18.6% | 2.1% | 2.3% |
| Age 50-59 | 114 | 25.9% | 1.6% | 1.8% |
| Age 60-64 | 87 | 19.7% | 0.7% | 0.8% |
| Age 65+ | 37 | 8.4% | 0.2% | 0.2% |
| Age 16 to 24 | 11 | 2.5% | 0.3% | 0.3% |
| Minority Ethnic ¹ | 14 | 3.2% | 0.1% | 0.1% |
| Disabled | 7 | 1.6% | 8.0% | 9.0% |

¹ People who describe their ethnicity as anything other than White: Scottish or White: Other British

Related Links

[Job Families](#) [Equal Pay Policy](#) [Workforce Report \(2018\)](#) [Pay Gap Results 2018-2019](#)