

ASSESSMENT OF THE GLA'S IMPACT ON GENDER EQUALITY

Contents

1. Purpose of this paper	p2
2. London's diverse population	p2
3. Evidence of gender inequality in London and how the Mayor is addressing it	p5
3.1 Poverty and income	p5
3.2 Employment and business	p8
3.3 Education and skills	p12
3.4 Contributing to society	p14
3.5 Violence and safety	p15
3.6 Transport	p18
3.7 Housing	p20
3.8 Health	p22
3.9 London 2012 Olympic and Paralympic Games	p25
3.10 GLA as an employer	p26
4. Conclusion	p28
Appendix 1 – Public Sector General Equality Duty	p29
References	p30

1. Purpose of this paper

This document forms part of the GLA's response to the Equality Act 2010. It supersedes the GLA's draft Gender Equality Scheme for 2010/11, which provided a bridge from fulfilling the requirements of the Equality Act 2006 to fulfilling the requirements of the 2010 Act. The 2006 Act obliged public bodies to publish a Gender Equality Scheme setting out how the body intended to meet its general duty to promote gender equality. The 2010 Act did away with this requirement and replaced it with a requirement for public bodies to publish information to demonstrate their compliance with the new general equality duty (see appendix 1).

This paper seeks to review the effect the GLA's policies and practices have had, or will have, in furthering the aims of the general duty for men, women, girls and boys. It documents

- the demographics of London's diverse population (section 2)
- evidence of gender inequalities faced by Londoners and how the Mayor is addressing them (section 3)
- the conclusions and the way forward (section 4).

2. London's diverse population

Women and girls make up just over half (51.4 per cent) of London's population of just over 7.9 million people (men and boys 48.6 per cent). Slightly more of London's black, Asian and minority ethnic (BAME) community are female (52.1 per cent) and still more of London's disabled population (54.8 per cent). The latter is largely because women increasingly outnumber men in older age groups (see Table 2), and older people are more likely to be disabled.

Table 1: London's population by gender, disability and ethnicity in 2011

London population 2011	All	Male	Female
All (no.)	7,900,400	3,840,700	4,059,700
%age of total population	100	48.6	51.4
White (no.)	5,188,400	2,540,700	2,647,700
%age of total population	65.7	32.2	33.5
%age of total white population	100	49.0	51.0
BAME (no.)	2,712,100	1,300,000	1,412,100
%age of total population	34.3	16.5	17.9
%age of total BAME population	100	47.9	52.1
Disabled (no.)	1,199,700	542,000	657,700
%age of total population	15.2	6.9	8.3
%age of total disabled population	100	45.2	54.8

Source: GLA Ethnic Group Projections 2010 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2011

Table 2: London's population by age and gender in 2011

Age	Men		Women	
	No.	%	No.	%
All 50 and over	930,954	46.3	1,078,628	53.7
All 50 and over % of total population		23.8		26.5
50 - 59	388,100	48.8	407,800	51.2
60 - 69	275,900	47.5	304,500	52.5
70 - 79	173,800	45.8	206,100	54.2
80 - 89	79,600	38.7	126,300	61.3
90 +	13,500	28.4	34,000	71.6

Source: GLA Ethnic Group Projections 2010 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2011

London's population is projected to increase by nearly 1 million in the next 20 years, by which time there will be a marginal increase in the percentage of London's female population (to 51.8 per cent) and to 52.9 per cent in London's female BAME population. The biggest increases in population will be amongst those aged between 10 and 19 (making up 22 per cent of the increased population) and those aged between 50 and 69 (making up 28 per cent of the increased population). The biggest change by gender will be amongst the oldest age groups, where there will be a closing of the gap between the proportion of men and women (by 12 percentage points for those aged 90 and over).

Table 3: London's population by ethnicity and gender in 2031

London population 2031	All	Men and boys	Women and girls
All	8,840,100	4,260,400	4,579,700
%age of total population	100	48.2	51.8
White	5,454,000	2,664,200	2,789,900
%age of total population	61.7	30.1	31.6
%age of total white population	100	48.9	51.1
BAME	3,386,100	1,596,300	1,789,800
%age of total population	38.3	18.1	20.3
%age of total BAME population	100	47.1	52.9

Source: GLA Ethnic Group Projections 2010 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2011

Table 4: London's population by age and gender in 2031

Age	Men		Women	
	No.	%	No.	%
All 50 and over	1,163,953	46.6	1,332,911	53.4
All 50 and over % of total population		26.3		28.8
50 - 59	450,900	48.3	482,500	51.7
60 - 69	355,200	48.2	381,600	51.8
70 - 79	214,300	45.9	252,100	54.1
80 - 89	110,600	41.8	154,200	58.2
90 +	33,100	34.6	62,600	65.4

Source: GLA Ethnic Group Projections 2010 Round, Strategic Housing and Land Availability Assessment, Greater London Authority, 2011

3. Evidence of gender inequality in London and how the Mayor is addressing them

This section outlines the evidence of gender inequality in London, covering poverty and income, employment and business, education and skills, contributing to society, violence and safety, transport, housing and health. UK evidence has been drawn on where London specific information is not available. It also highlights what the Mayor, the GLA and the wider GLA groupⁱ are doing to address these inequalities, including through delivery of the London 2012 Olympic and Paralympic Games.

3.1 Poverty and income

Evidence of gender inequality in London

Poverty is a key issue for Londoners at both ends of the age spectrum. The **poverty rate**ⁱⁱ of London's **pensioners** is higher than the UK rate once housing costs are taken into account (AHC) and this especially affects women. The latest available figures show a rate of 28 per cent in inner London and 18 per cent in outer London, compared with 17 per cent for the UK as a whole.¹

Table 5: Percentage of people of pensionable age in households with income below 60 per cent of national median

	UK	London	Inner London	Outer London
Before Housing Costs	21	20	22	20
After Housing Costs	17	21	28	18

Source: Family Resources Survey 2007/08 - 2009/10

London's pensioners have a lower poverty risk when living as part of a couple (20 per cent, compared with 23 per cent for those not in a couple), while male pensioners are less likely to live in poverty than are female pensioners (19 per cent compared with 22 per cent).² Given the higher proportion of women amongst pensioners this means over 60 per cent of pensioners living in poverty in London are women.

Women who have worked will typically have earned less than men and are also more likely to have taken time out of work to provide full-time care. This means they have fewer savings for retirement and personal investment. They are also less likely to have an occupational or private pension.

The **child poverty** rate is higher in London, especially in inner London than in any other region in the UK, after housing costs are taken into account, hovering around 40 per cent in the last decade, compared with a general decrease down to 30 per cent in the rest of the UK.³ Just over 40 per cent of the children in poverty in the capital are living in households where no one is in

ⁱ The London Development Agency (which is being abolished and its functions folded into the GLA by 31 March 2012), the London Emergency Planning and Fire Authority, the Mayor's Office for Policing and Crime and Transport for London

ⁱⁱ Households with income below 60 per cent of national median

work. Child poverty affects both men and women, as poverty rates in London among couples with children are double those for couples without children (30 per cent compared with 15 per cent). However, people in lone parent households are at much greater risk of poverty (55 per cent in London), which clearly has a greater impact on women, since the vast majority of lone parents are women.

Table 6: Percentage of children in households with income below 60 per cent of national median

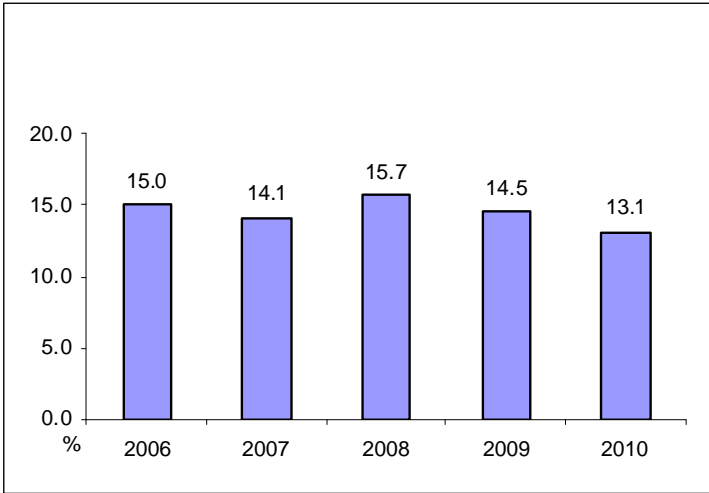
	UK	London	Inner London	Outer London
Before Housing Costs	21	20	25	18
After Housing Costs	30	38	44	34

Source: Family Resources Survey 2007/08 - 2009/10

The number of London’s households in fuel povertyⁱⁱⁱ rose in 2005 and again in 2008.⁴ Markedly more households with children under the age of 16 (nearly 36 per cent) and 1 in 4 households that contain someone who is aged 60 or over are in **fuel poverty**.⁵ This disproportionately affects women, as there are more women living with children and more women are aged over 60, than men.

People need a living wage^{iv} to give them a secure margin to ensure that they do not fall into poverty. Women’s average full-time **earnings** are less than men’s and part-time earnings are still lower. In April 2010, the median gross pay for all women employees resident in London stood at £13.36 per hour, compared with £15.38 for men.⁶ This made the gender pay gap - the percentage by which women’s pay is lower than men’s - 13.1 per cent.⁷ Overall since 2006, the gender pay gap has narrowed, but in 2008 there was a sudden increase to 15.7 per cent, wider than the 2006 gap, followed by a continued narrowing.

Figure 1: Gender pay gap, London residents, 2006 to 2010



Source: Annual Survey of Hours and Earnings, Office for National Statistics

ⁱⁱⁱ Households that need to spend more than 10 per cent of their income on fuel to maintain a satisfactory heating regime, as well as meeting their other fuel needs (lighting and appliances, cooking and water heating)

^{iv} The Living Wage is the real minimum rate of pay that enables a worker to provide a decent standard of living for themselves and their family.

In 2009 part-time workers had a median gross hourly pay of £9 an hour, equivalent to just 60 per cent of the £15 per hour received by their full time counterparts.⁸ The earnings of lone parent mothers working part time was just £7.80, £4.56 less than couple mothers working part-time. Part-time earnings of BAME Londoners were even lower.

The living wage level for London is estimated to be £8.30 per hour.⁹ Comparing this figure with 2010 wage levels in London shows that overall 13 per cent of men and 19 per cent of women were earning below this level. Thirty-nine per cent of London women working part-time were earning less than the London Living Wage.

How the Mayor is addressing this

The Mayor continues to tackle poverty and raise incomes through a variety of means, for instance, through his annual **benefits take-up** campaign. The fourth of these was launched in October 2011, with the main focus on fuel poverty, through posters, handouts and advertising in local newspapers. This was run in conjunction with RE:NEW, the Mayor's homes energy efficiency programme which is being rolled out in all London boroughs. By May 2012, the Mayor's funding will retrofit 55,000 homes across the capital with energy efficiency measures. All households in RE:NEW areas are offered benefits checks alongside their home energy surveys.

The Mayor also helped fund AgeUK to run a series of awareness events across London to advise older people about how to get help with keeping their homes warm and paying their bills, including benefits advice. In early 2012 AdviceUK and Lasa are running on the GLA's behalf capacity building with small voluntary organisations to signpost members for effective advice on debt and benefit take-up.

The GLA published 'Treading Water' on **debt** issues in London in May 2011¹⁰ and held a conference to discuss action. Recognising the impact of poverty and debt on health, work is being planned on producing a business case for investment in debt advice services within primary care and providing guidance to future commissioning bodies on integrated debt advice services through GP practices and other primary care settings.

The Mayor champions the **London Living Wage** (LLW), which is seeking to ensure that those in low income jobs are paid a wage that helps ensure 'work pays' by taking account of the capital's high living costs. If adopted by all employers it could take a quarter of London's poor children out of poverty and raise the income of low-paid workers, who are more likely to be women, particularly those working part-time. In 2011 the Mayor uplifted the LLW to £8.30, an increase of nearly six per cent over the year before.¹¹ The LLW rate has been implemented across the GLA group as contracts allow and means that all employees or contracted staff, including caterers, security guards and cleaners, are paid at or above the LLW. Over 100 other employers have adopted the LLW and Queen Mary University of London estimates that over 10,300 workers are benefiting from the increased rate.¹²

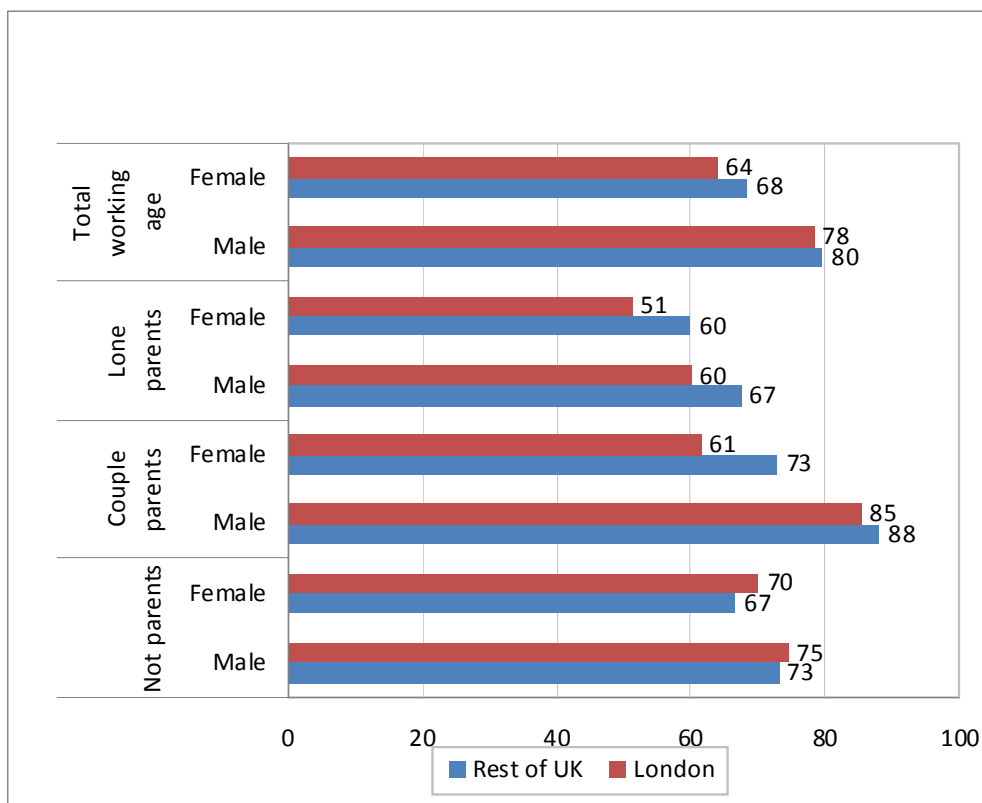
3.2 Employment and business

Evidence of gender inequality in London

Women in London are less likely to be in employment than both men in London and women elsewhere in the UK.¹³ The **employment rate** of working age women in London in 2010/11 was 61 per cent compared with 76 per cent of working age men in London and 65 per cent of working age women in the UK.¹⁴ This is due to the lower employment rate of women with children.

In 2010 the employment rate for women without children was 70 per cent in London and 67 per cent in the rest of the UK.¹⁵ In contrast, only 61 per cent of mothers in couples in London were in employment, compared to 73 per cent of mothers in couples in the rest of UK. For lone mothers, the employment rate in London was only 51 per cent compared with 60 per cent in the rest of the UK.

Figure 3: Working age employment rates of parents, 2010¹



¹ Includes all parents with and without dependent children.

Source: Office for National Statistics, Annual Population Survey household dataset 2010

A major contributory factor is the shortage of part-time work, which fits in with caring responsibilities.¹⁶ In 2010 34 per cent of working age women in employment in London worked part-time, compared with 44 per cent in rest of the UK.¹⁷ The availability of part-time jobs is more limited in London than in the UK. 28 per cent of jobs in London were part-time in 2010, compared to 32 per cent for the UK.

In addition, there are relatively fewer childcare places available in London compared with the rest of England and childcare costs are higher¹⁸, presenting a major barrier to women's

employment and training. At the end of September 2011, there were just under 200,000 places (197,643) in London in all types of childcare registered with Ofsted for early years provision for children aged under 8.^{19, v} The number of places equates to 22.6 per 100 under-eights in London, compared with 25.9 per 100 in England as a whole.²⁰

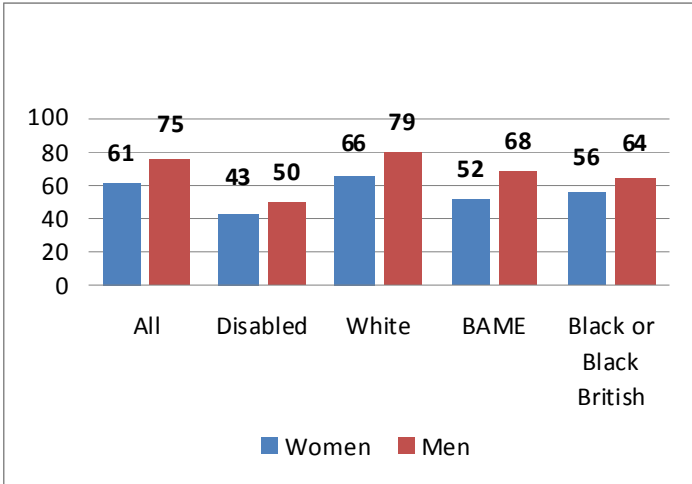
In January 2011, the average weekly cost of a day nursery place for 25 hours care for a child under two was £119 or £4.74 per hour in London, compared with an average of £97 in England.²¹

In the year ending March 2011, the **unemployment** rate for working age women in London was 8.8 per cent, the highest of any region in the UK.²² The unemployment rate in the UK as a whole was 6.8 per cent. The rate of women’s unemployment in London was half a per cent lower than the 9.3 per cent from the previous year, but is still higher than the previous five years. Unlike any other region, the unemployment rate is higher for women than men.

Black, Asian and minority ethnic women (BAME) women currently account for nearly 36 per cent of all working aged (16 to 64) women in London. The overall employment rate in London is significantly lower than that of BAME men and of women as a whole in London.²³ BAME women. In 2010/11 the employment rate of working age Black, Asian and minority ethnic women in London was 51 per cent.²⁴ Employment rates vary amongst women from different ethnic groups. In 2010 66 per cent of white women in London were employed, 62 per cent of Indian women and 56 per cent of Black and Black British women.²⁵ The lowest rate was among Bangladeshi women, at 28 per cent.

Almost 19 per cent of working age women in London are **disabled**.²⁶ They are less likely to be employed than both disabled men in London and disabled women in the rest of the UK. The employment rate for disabled women in London in 2010/11 was 43 per cent, 52 per cent rate for disabled men in London and 45 per cent for women in the UK as a whole. Disabled women with children in London are also less likely to be in employment, compared with disabled women with children in the rest of the UK. In 2010 only 43 per cent of disabled women with children in London were in employment, compared with 51 per cent in the rest of UK.²⁷

Figure 4: Working-age employment rates in 2010



Source: Office for National Statistics, Annual Population Survey 2010

^v This includes nurseries, childminders, play groups and crèches, but does not include any school provision

There is still a significant degree of **occupational gender segregation** – which is where women tend to be concentrated in jobs that are traditionally “women’s work”, and men concentrated into “men’s work” – with the jobs traditionally done by women tending to be low paid. This is changing more slowly in some areas than others.

Increasingly women are involved in professions that were denied to them in the past. They now make up 42.5 per cent of all doctors registered in the UK²⁸ and 45.8 per cent of solicitors with practising certificates,²⁹ but many are still in lower paid jobs as cleaners, cashiers, carers and clerical workers. In London, the occupation with the highest proportion of women is in personal services, where they make up 80 per cent of all those in employment, followed by administrative and secretarial jobs (70 per cent) and 54 per cent of those employed in sales and customer services.³⁰ Women are in the minority in other occupational groups, making up 34 per cent of managers and senior officials and only 11 per cent of those involved in skilled trades.

Men are also under-represented in certain occupations. For instance, less than 14 per cent of teachers in nursery and primary schools in England are male³¹ and two per cent of day nursery staff³².

Women are under-represented in top jobs and amongst people running businesses. In October 2011, just over 12.5 per cent (135 out of a total of 1,076) of the directorships of the FTSE 100 companies were held by women.³³ While the proportion is increasing, the pace of change is slow. 21 per cent of FTSE 100 companies and over half (52.4%) of FTSE 250 companies still have no women on their boards.

Women are also underrepresented as business owners. Although there is no recent data, a 2007 report found that only 16 per cent of businesses in London could be categorised as women-owned^{vi}.³⁴

How the Mayor is addressing this

The Mayor’s **Economic Development Strategy**³⁵ was published in May 2010. The draft underwent public consultation and was subject to an Equality and Community Cohesion Impact Assessment. The strategy contains actions to address the barriers faced by women, especially those with children, such as access to suitable training and work opportunities, lack of childcare and discrimination and the continuing segregation of work along gender lines. These actions include:

- ensuring all investment and activity related to the delivery of the strategy takes inequality, and equality of opportunity into account
- working with London’s employers to maximise the number, variety and quality of jobs needed to provide work opportunities for Londoners, and to meet the needs of London’s growing and developing economy
- working to close the employment rate gap between London and the national level by 2020 and maintain the London employment rate at or above the national level subsequently
- working with partners to remove the barriers and disincentives to work, seeking to eliminate discrimination and to help people into employment.

An update of the Implementation Plan for the Economic Development Strategy will be published in early 2012. Through this Plan, there will be an opportunity to further embed, and to outline in more detail the specific actions being undertaken by the GLA and other

^{vi} over 50 per cent of owners or partners are female

organisations, including the London Enterprise Panel. The Implementation Plan will be monitored on an annual basis.

The complementary annual London Economic Development Snapshot Reports³⁶ summarise progress using a range of economic indicators by a range of factors, including by gender.

Beyond 2012, the Mayor will work within the remit of the Economic Development Strategy to ensure that the lessons learnt are embedded in future projects.

In 2010 the LDA introduced the use of the London Employability Performance Rating to benchmark the achievements of employment and skills services. The Employability Performance Rating measures partner's delivery against a number of key indicators and is used by all partners delivering LDA and GLA employment and skills projects, London Councils ESF projects and the National Offenders Management Service's London ESF programme. The Diversity key performance indicator measures the partner's success in engaging BAME, women and disabled participants.³⁷ It also measures equality of outcome by analysing the proportion of participants from these diversity groups that successfully start employment or enter further education.

The Mayor also promotes gender equality through

- his role in allocating European Social Funding to projects and programmes that promote equality of opportunity
- using his influence with the private sector and other partners to adopt the London Living Wage, provide apprenticeships, promote best practice in procurement and promote CompeteFor (an online portal for making public sector contract opportunities easily accessible to businesses)
- ensuring building the site for the London 2012 Olympic and Paralympic Games, hosting the events and their legacy provides employment and business opportunities for women and women's businesses.

The Mayor's **Diversity Works for London** programme provides practical help to businesses to harness the benefits of a diverse workforce and a diverse supplier base, supporting them to employ a workforce that is reflective of London's population and to widen their supplier base to businesses run by women and other underrepresented groups.

In February 2011, the LDA published research into the London Childcare Market³⁸ which sought to provide a more comprehensive understanding of London's childcare market. The research findings have been published and disseminated to inform the future development of childcare provision in London.

The GLA group spends more than £3.4 billion per year,³⁹ on goods and services essential to London. The group has established a group-wide **Responsible Procurement programme**⁴⁰ whose aims include encouraging a diverse base of suppliers, such as women's businesses; promoting fair employment practices; promoting the welfare of employees; encouraging employment and training opportunities for under-represented groups; and seeking a positive impact on local communities.

The GLA group employs over 90,000 staff, which is about 1 in 40 of all employed Londoners. Many of the job roles offered by the London Fire Brigade, the Metropolitan Police Service (MPS) and Transport for London (TfL) are those that have traditionally been done by men, but this has been changing: nearly 24 per cent of police officers, over 10 per cent of underground

train drivers, over five per cent of fire fighters and 1.8 per cent of taxi drivers are women.^{41. vii} The Mayor co-funded the Women into Construction project to support women working in construction on the Olympic site. By March 2011 four per cent of the people working for contractors on the Olympic Park were women compared with an average of one to two per cent of women in manual trades nationally.⁴²

3.3 Education and skills

Evidence of gender inequality in London

Whether people can obtain work and the nature of it is, to some extent, dependent on their qualifications and training, especially in London where the labour market is more demanding in terms of qualifications.

Girls continued to outperform boys in **GCSEs**. In 2009/10 the percentage of girls in maintained schools in London achieving 5 or more GCSEs graded A* to C including English and Maths, was 61 per cent and 59 per cent in England as a whole. Boys in London attained 54 per cent on average, whilst boys in England attained 51 per cent. The gap has decreased slightly in London. Whilst pupils attending outer London schools (59 per cent on average) tended to perform better than the England average (55 per cent), those attending inner London schools (53 per cent) tended to do less well.⁴³

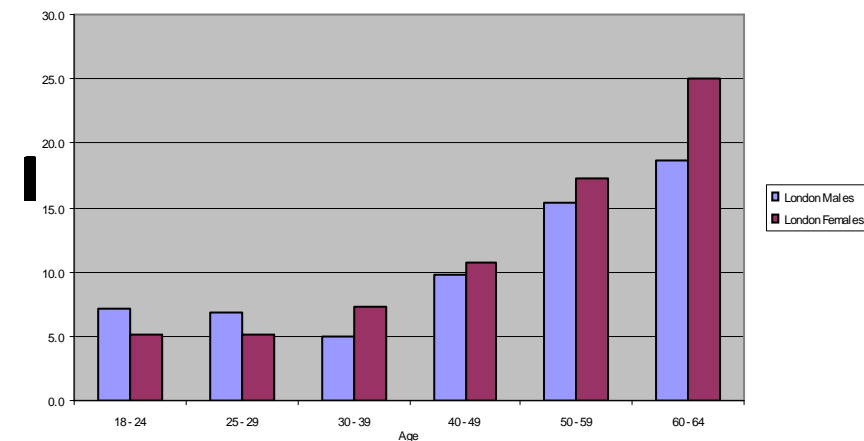
In terms of ethnic group, Black pupils in London (51 per cent on average) have lower attainment rates than the average for London pupils (57 per cent), while Asian and Chinese pupils have higher rates. Black boys have the lowest attainment rates (44 per cent in London in 2009/10, compared with 57 per cent of Black girls), but they have shown the greatest improvement in recent years.

Detailed figures for 2010 only available at England level⁴⁴ show that white British pupils (23 per cent of boys and 28 per cent of girls) entitled to free school meals had lower attainment rates than Black pupils entitled to free school meals (34 per cent of boys and 45 per cent of girls). The lowest rates of attainment were amongst Gypsy/Roma and Traveller children of Irish heritage entitled to free school meals (at 6 per cent and 17 per cent respectively).

In 2010, 10.6 per cent of working aged women in London and 9.4 per cent of working aged men had **no qualifications**.⁴⁵ Under the age of 30 more men than women have no qualifications. However, for age groups 30 and over more women than men have no qualifications and the proportion of men, but more so women without qualifications increases with age.⁴⁶

^{vii} from 16 per cent of police officers and 1 per cent of fire fighters in 2001

Figure 2: Percentage of individuals with no qualifications by age and gender



Source: Annual Population Survey 2010, Office for National Statistics

Migrant men are more likely to be employed and typically have better English language skills than **migrant women**.⁴⁷ Migrant women, therefore, are more likely than migrant men to need to be able to access appropriate ESOL (English for Speakers of other Languages) courses in order to remove lack of English as a barrier to employment and full participation in London life. Their ability to access these courses can be hampered by childcare responsibilities and the fact that they are less likely to have had access to education in their home countries.

Apprenticeships have been a route into employment for young people. However, young people have tended to take up apprenticeships for occupations that have been traditional for their gender and men have tended to benefit more than women in terms of subsequent earning after completing them.⁴⁸

National figures show that the proportion of apprenticeships taken up by women has been increasing in recent years and in 2010/11, it reached 54 per cent. Studies have shown, however, that the increase has been primarily due to new apprenticeships being created in sectors with a large female workforce, such as retail and business administration, rather than an increase of young women into traditionally better paid and male dominated areas such as engineering.⁴⁹ Even in sectors where employment is more equally distributed between men and women, male ex-apprentices still tend to earn higher wages than female ex-apprentices, for example, in a 2009 study, £14,660 for men in retail compared with £12,050 for women; £16,760 for men in business administration compared with £14,770 for women.⁵⁰

How the Mayor is addressing this

Working with education partner, the Academies Enterprise Trust, the Mayor has formed the 'London Academies Enterprise Trust', as the body responsible for delivering the Mayor's Academies in London. The **Mayor's Academies Programme** will establish up to 10 academies across London, delivering a 'Three Part Offer' to raise skills so that young people are better prepared for the world of work; provide access to a job or training offer for all young people who choose not to go onto further or higher education and promote community learning hubs through joining up efforts to improve school performance with efforts to improve adult skills.

The first two academies were opened in the London Borough of Enfield (Aylward and Nightingale) in September 2010 and a third, Bexleyheath Academy, in September 2011. Both the Enfield academies dramatically improved their examination results in their first year. The percentage of students gaining five or more GCSE passes A* - C with English and Mathematics

at Aylward rose from 30 per cent to 47 per cent (boys 44 per cent and girls 49 per cent) and from 28 per cent to 42 per cent (boys 36 per cent and girls 47 per cent) at Nightingale.

In November 2011 the Mayor held his London schools and our children conference, the seventh conference through which the Mayor has aimed to address raising aspiration and achievement amongst black children.

The Mayor has announced a new **education inquiry** to examine key challenges for education in London and make recommendations for practical action with key partners including the boroughs, schools and colleges. Specific aspects relating to boys and girls' education will be considered within the inquiry's work when relevant.

The Mayor is co-chairing the London Enterprise Panel with a senior business person. A key priority of the panel is the promotion of enterprise and innovation and the acquisition of skills for sustained employment in London. The Panel's initial priorities will include decisions on how best to increase the number of Londoners in employment and close London's qualifications and skills gaps.

The GLA has commissioned a feasibility study into effective models of English language delivery, as well as innovative financing to increase **English language skills** for migrant groups not accessing Skills Funding Agency fee remission.

Apprenticeships provide Londoners with quality work-based training and a real opportunity to develop their careers, as well as providing real business benefit to employers. The Mayor has been working with the National Apprenticeship Service to address the low level of apprenticeships available in London. 40,000 apprenticeship starts were delivered in 2010/11,⁵¹ double the number originally expected. He has set a target of 3,000 new apprenticeships across the GLA group and 100,000 in London by the end of 2012 and is well on track to achieve these.

The Mayor's **Sports Legacy Fund** has three distinct elements, one of which is the £3m Skills Fund. Between 1 April and 31 December 2011 2,168 women had received skills training (36 per cent of the recipients) within the sports industry through this Fund. Largely these will have been trained as coaches and officials.

3.4 Contributing to society

Evidence of gender inequality in London

Women of all ages make a huge contribution to life in London, often unpaid and sometimes unacknowledged. As well as their direct contribution to London's economy, whether through business, employment or spending, they also support it by taking the major responsibility for looking after children and others.

Nationally mothers spend 71 hours a week on domestic chores, compared with the 50 hours spent by fathers.⁵² Mothers spend 29 of these hours on childcare compared to the 20 hours that fathers spend. These important activities limit the time that women have to participate in life outside the home, such as working (see employment and business), volunteering or participating in civic life.

Nationally, the percentage of both men and women who volunteer is about the same, but decreasing.⁵³ In 2010/11 57 per cent of men and 56 per cent of women had participated in civic engagement and formal volunteering at least once in the previous year.⁵⁴

Women make up 40 per cent of London's MPs, 36 per cent of London councillors and 30 per cent of London Assembly members, compared with 52 per cent of London's adult population.⁵⁵

How the Mayor is addressing this

Employment is one route out of poverty and **volunteering** is one route to employment. The Mayor is actively encouraging people to take up volunteering through his Team London programme (<http://www.london.gov.uk/teamlondon>) launched in June 2011. His aim is to improve life in London through programmes that will reduce crime, increase opportunities for youth and improve quality of life by cleaning and greening London and building stronger neighbourhoods. Since 2008, the Mayor's programmes have galvanised tens of thousands of Londoners into action and Team London is now seeking to encourage an additional 10,000 volunteers by May 2012. People can find out about volunteering opportunities right across London through the Team London find-an-opportunity web-page (<http://www.london.gov.uk/teamlondon/volunteers/find-an-opportunity>).

The Mayor is promoting the take up of volunteering among young men and women in London. He hosted the London launch event for National Citizen Service in 2011, which combines personal development with community volunteering, with up to 7,000 places to be available in summer 2012. He is now making sure that those 16 year olds who complete it go on to the many volunteering opportunities across London under the Team London programme.

The Mayor used the centenary of International Women's Day, in March 2011, as an opportunity to promote and celebrate the **civic participation** of women. That same month, the Statutory Deputy Mayor hosted a round table to identify obstacles to better civic participation from London's diverse communities. At the end of 2011 the GLA published a facts and figures bulletin highlighting the under-representation of women in political positions in London.

3.5 Violence and safety

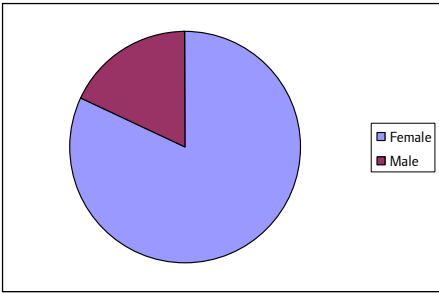
Evidence of gender inequality in London

Far too many women in London live with the fear or reality of violence. London is still a city where most reported rapes do not result in a conviction, many women are afraid to be out on their own at night, sexual violence is a growing problem amongst teenagers and too many women's lives are damaged by violence in their own homes.⁵⁶

Nationally, **domestic violence** claims the life of two women each week and 30 men per year. 89 per cent of the people who experience sustained domestic violence are women and most of the violence occurs within the context of a heterosexual relationship.⁵⁷ London has higher rates of domestic violence than the average for England and Wales. There were over 41,000 domestic violence crimes reported in London in 2010/11.⁵⁸ For nearly 34,000 of those incidents the person experiencing the domestic violence was a woman. Domestic violence detection rates were low but are improving. Between 2006 and 2010 the detection rate^{viii} increased from under 27 per cent to over 48 per cent.

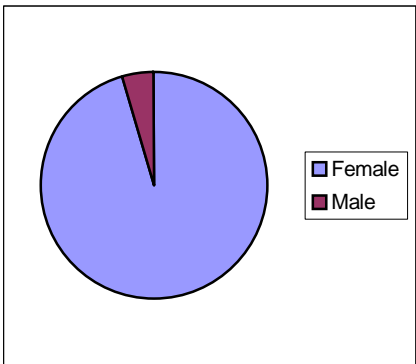
^{viii} A sanction detection - a detection achieved by a charge summons, caution or an offence (previously recorded by the police) taken into consideration at court when a separate offence is being considered

Figure 5: Gender of victims of domestic violence incidents recorded in London 2010/11



Source: Metropolitan Police Service

Figure 6: Gender of victims of rape incidents recorded in London 2010/11



Source: Metropolitan Police Service

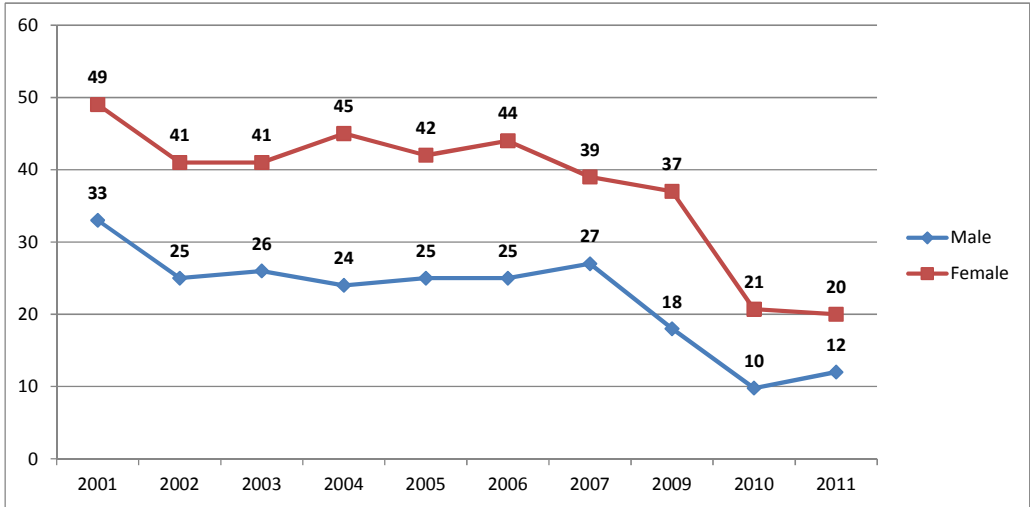
There were 3,409 recorded rape offences in London in the 12 months to November 2011 compared to 3,156 the previous year, but most rapes are not reported to the police and of those that are, few result in a conviction.

Women from some BAME communities can experience cultural and gender-specific persecution such as female genital mutilation and forced marriage.⁵⁹ An estimated 6.3 per cent of pregnancies in Inner London and 4.6 per cent in Outer London are to women who have undergone female genital mutilation.⁶⁰ It is estimated that the number of births to women with FGM living in London have risen from 4,238 in 2000 to around 7,000 in each of the years 2007 to 2009.⁶¹ The Forced Marriage Unit recorded 375 cases of forced marriage in London in 2010 of which 330 were women and girls.⁶²

It is estimated that between 1,000 and 10,000 women and girls are trafficked into the UK each year for sexual exploitation, many to or through London.⁶³

Although the percentage of people feeling unsafe walking in their neighbourhood in the evening has fallen steadily, women continue to feel more unsafe than men. The percentage of both women and men who feel unsafe walking by themselves in their neighbourhood at night has decreased considerably since 2001 when 49 per cent of women (and 33 per cent of men) reported feeling unsafe⁶⁴ to 20 per cent of women (12 per cent men) in 2011⁶⁵.

Figure 7: Percentage of men and women who feel unsafe walking in their neighbourhood in the evening



Source: Annual London Survey, Greater London Authority

How the Mayor is addressing this

The Mayor is investing an extra £42 million to put more police officers on London’s streets. London will have significantly more uniformed police officers at the end of the Mayor’s term than at the start. At the end of March 2011 there were nearly 1,000 more Metropolitan Police officers than in March 2008: 32,370 compared with 31,398.

The Mayor published his Violence against Women and Girls strategy and action plan: The Way Forward, in March 2010, following extensive consultation.⁶⁶ Since then there has been much activity to implement it.

The GLA has been working with the MPS to address violence against women and to bring those that perpetrate it to account. The Mayor will continue to work with them and other partners to increase victim confidence in reporting violence against women crimes to the police and improve the sanction detection, prosecution and conviction rates of violence against women crimes.

The Mayor allocated £1.4 million to expand Rape Crisis Centre provision across London over a three year period. Three new centres have been opened in the north, east and west of the capital. In addition to the existing south London centre in Croydon, this brought the total to four. In the year up to November 2011 over 15,000 victims of sexual violence were helped by the Centres through a mixture of support, counselling and therapies.

The Mayor has also launched a new website: www.rapecrisislondon.org. The site makes it easier for victims to access support, counselling, and therapy services; provides a resource for friends and family of rape victims, offering advice on how they can help; and signposts men and boys to relevant specialist services.

Through the MPS, the Mayor has improved referral links between the Rape Crisis Centres, the Havens (London’s three sexual assault referral centres) and the MPS’s own Sexual Assault Investigation Unit (Sapphire).

The GLA has worked in partnership with the charity Eaves to develop an online directory, for women and practitioners of support services available across London for women and girls who are victims of violence; called "Know Where to Go"(www.london.gov.uk/knowwheretogo). This was launched in April 2011.

The Mayor is promoting a new film, 'Where is your line?' which is being shown in schools to underline the importance of respect and consent in sexual relationships.

The GLA has developed guidance for boroughs on how to develop their own, complementary strategies to coordinate and strengthen the fight against violence against women and girls at the local level, which will be published later in 2012.

The Mayor commissioned a report to look at how agencies in London can improve the response to black, Asian, minority ethnic and refugee women who experience harmful practices, particularly female genital mutilation, 'honour' based violence and forced marriage. The report ('The Missing Link: tackling harmful practices in London')⁶⁷ was published in November 2011 and looked at prevalence and developing services and policy based on need.

In March 2011 the Mayor announced the first winners of his Safer Parks Award. The 32 winning parks have been revitalised as a result, once again becoming shared places that people can enjoy. It is hoped the Award winners' success stories will inspire others and disperse sound, practical ideas for improving park safety across the capital.

The GLA has been working in partnership with the Equality and Human Rights Commission to establish the Human Trafficking and London 2012 network, consisting of key statutory and voluntary sector partners to prevent and respond to any potential increase in human trafficking ahead of the London 2012 Games. Launched on 15 March 2010, it is working to identify and implement good practice examples of prevention, provide protection and support to victims, and investigate and prosecute offenders.

The GLA will continue to work with a wide range of partners to develop a pan-London response to the impact of serious youth violence and gang-related violence on women and girls.

'Designing out crime' is a key policy in the Mayor's London Plan 2011 which aims to urge Boroughs and others to create safe, secure and appropriately accessible environments.

The Mayor has also improved safety on public transport.

3.6 Transport

Evidence of gender inequality in London

Women in London are more likely to walk and use buses, but are less likely to cycle or use rail and Underground and cars than men.⁶⁸ It is still the case that more men than women are car drivers, with 51 per cent of men being frequent car drivers compared with 37 per cent of women, while women have the higher likelihood of being car passengers.⁶⁹

Women are less likely to cycle. In 2011 16 per cent of women had cycled in the past year compared to 30 per cent of men. Women who cycle also do so less frequently: 64 per cent of cyclists are men but they make 72 per cent of cycle journeys. Amongst adults, men were twice as likely to have cycled in the past year as women (27 per cent compared to 14 per cent).⁷⁰ 22

per cent of Barclays Cycle Hire members were women (although 37 per cent of Cycle Hire casual users were women) and 22 per cent of Barclays Cycle Superhighways users were women.

Women in the 25 to 44 year age group - and often with children, make noticeably more trips, than their male counterparts.⁷¹

Women are more likely to be on a low income and need access to transport that is affordable. Accessibility is also an issue. Whilst 100 per cent of London’s buses are low floor wheelchair and buggy accessible^{ix} much of the Underground remains difficult for people with buggies, wheeled shopping baskets or mobility difficulties to use.

Women’s use of public transport is further constrained by fears about their safety, especially after dark. Women feel less safe than men when using any of the modes of public transport alone at night. Around a quarter of women, compared with 17 per cent of men, feel unsafe travelling on local buses or the tube, alone at night and three in ten feel unsafe using local train services.⁷²

Table 7: Percentage of men and women who feel unsafe using public transport alone at night

		2005	2007	2011
Local buses	Male	24	27	17
	Female	27	35	24
London Underground	Male	29	23	16
	Female	45	42	23
Local train services	Male	25	25	21
	Female	41	33	31

Source: Annual London Survey, Greater London Authority

Even though women have tended to say that they feel safer using minicabs at night than using other forms of transport,⁷³ there are a significant number of cab-related sexual offences, mostly perpetrated by illegal mini-cab drivers⁷⁴. In addition, despite the significant continuing decrease in recorded crime on London’s rail networks (train, London Underground and Docklands Light Railway) from nearly 55,000 offences in 2005/06 to nearly 41,000 in 2010/11, the number of reported sexual assaults, the majority of which are perpetrated against females, continues to creep up (291 offences against females in 2005/06 to 392 in 2010/11).⁷⁵

How the Mayor is addressing this

Transport for London is responsible for delivering the Mayor’s **Transport Strategy** and has

- made improvements to the **accessibility** of transport services, so that more than 90 per cent of Londoners now live within 400 metres of a bus stop (five minutes walk at an average walking speed) and all of the public bus fleet, bar the extra services offered by heritage Routemasters, are accessible to wheelchair users. TfL has criteria for full accessibility of bus stops which include raised kerbs and improved layouts to help reduce the gap between pavement and bus. About half of all bus stops in the capital on borough roads and TfL roads have been upgraded to meet these standards. About a third of National Rail stations and 20

^{ix} Except 2 heritage routes.

per cent of Underground stations are accessible from street to platform, and the DLR network and Tramlink are both fully accessible from street to carriage.

The Mayor's Transport Strategy includes an Accessibility Implementation Plan, which was subject to public consultation throughout the latter half of 2011. The final plan will be published in early 2012. Further improvements will be made by installing 60 more wide-aisle gates at tube stations, by making 28 per cent of tube station step-free by 2018, and by working with boroughs to encourage 75 per cent of bus stops to be fully accessible by 2017.

- made public transport more **affordable** for certain groups. The Freedom Pass provides free transport to people 60 and over and its use was extended in January 2009 to make services free of charge for 24 hours a day, every day of the week. In December 2011 the Mayor announced his fares decision for 2012, pledging to protect in full concessions for older and disabled people, young people, students in full time education and war veterans.

The Mayor has made public transport **safer**. In November 2010 the Mayor published 'The Right Direction', his strategy for further improving safety and security on public transport. It sets out how he will work with TfL, the Metropolitan Police Service (MPS), British Transport Police (BTP) and City of London Police to ensure that Londoners, especially women young people, and older people, feel safe for their whole journey, door-to-door. It focuses on crime and antisocial behaviour and improving safety and perception. To help deliver these priorities, the Mayor has created 32 new Safer Transport Teams in every borough, including additional teams at the main transport hubs across London, doubled the number of cab enforcement officers, established a new cycle task force and provided funding through TfL to increase the number of British Transport Police across the capital to nearly 900 officers.

The strategy aims to see a decrease in the proportion of Londoners who have significant concerns about crime and anti-social behaviour on public transport, such that it deters them from using it, from the 2008/09 baseline of 32.5 per cent down to 20 per cent.

The Mayor continues to support the Cabwise campaign (tfl.gov.uk/cabwise). In December 2011 he ran his **annual Safer Travel at Night** campaign, working with Transport for London (TfL), the Metropolitan Police Service Safer Transport Command and the City of London Police to highlight the dangers of getting into unbooked minicabs. Since 2007, police resources working on this activity have doubled, a dedicated Cab Enforcement Unit has been set up, and last year more than 1,250 arrests were made for cab offences.

Through the Cycling Revolution and related projects, the Mayor has been encouraging more women to take up **cycling**. For example, the introduction of the Barclays Cycle Hire scheme has provided easy access to bicycles, providing a cheap form of transport, without the need to own a bicycle. Other initiatives such as cycle training and TfL's school cycle programme also encourage girls and women to take up cycling in a safe manner. In the year up to July 2011 76 per cent of those taking up cycle training were women.⁷⁶

3.7 Housing

Evidence of gender inequality in London

Women's lower employment rates and lower rates of pay mean that, for women, buying can be more difficult and they may live in poorer quality housing. The high cost of housing and the shortage of affordable options are a particular difficulty for women in London. Women-headed households tend to be more reliant on local authority and housing association accommodation.

The number of homelessness acceptances in London has recently increased slightly after several years of falls. 10,180 households were accepted as homeless in London in 2010/11, up from 9,460 in 2009/10. Nearly half (49 per cent) of homelessness acceptances were single women with dependent children.⁷⁷ In September 2011 nearly 27,600 households with children (nearly all of which include women or are headed by women) or pregnant women were in temporary accommodation in London.⁷⁸

Domestic violence, forced marriage, 'honour' based violence, trafficking and prostitution can be key factors in homelessness. As hidden crimes it is difficult to obtain an accurate picture of the scale and extent. In 2010/11 there were 803 acceptances of a statutory homeless duty by local authorities in London due to violent breakdown of a relationship involving a partner.⁷⁹ A high percentage of these are likely to be women.

London has the highest rate of overcrowding of any region in England and this particularly affects households with children and other family members.⁸⁰ In 2009/10, 8 per cent of households in London were overcrowded compared with 2 per cent nationally. The proportion of new homes built in London that had three bedrooms or more has risen in the last two years but remains low (and well below the levels of the mid-1990s.⁸¹ In 2009/10 only 14 per cent of completed market homes had three or more bedrooms.⁸²

Older women significantly outnumber older men and the number of single person older households is set to rise significantly in the next decade.

Over the course of 2010/11, 3,975 people were seen sleeping rough in London.⁸³ 87 per cent of rough sleepers in London were men and 13 per cent women. Amongst long term rough sleepers, older women with mental health problems are overrepresented relative to the numbers of rough sleepers overall.

How the Mayor is addressing this

14,210 **affordable homes** were completed in London in 2010/11, the highest total of any region and the second successive annual increase.⁸⁴ The Mayor's target of 50,000 net affordable completions by March 2012 (comprising 30,000 homes for social rent and 20,000 First Steps homes^x) is well on course for delivery, with over 40,000 already delivered by March 2011.

The Mayor has revised his statutory **housing strategy**. A draft of this was released for public consultation in December 2011.⁸⁵ During development of the draft, an assessment was carried out on the impact that its policies would have on gender equality. The strategy contains the following new policies which are all likely to have a particularly positive impact

- increasing the supply of affordable housing
- making it easier for low income households to be able to own their own home
- making it easier for people in the social rented sector to be able to move within the sector; enabling them to move for employment, to provide care or away from difficult situations such as domestic violence
- tackling overcrowding, including by encouraging people under-occupying their homes to move voluntarily
- better meeting the needs of older people and disabled people
- improving the quality of homes, including those in the private sector
- supporting delivery of the Mayor's commitment to end rough sleeping in London

^x First Steps is the Mayor's programme to help low and modest income Londoners access home ownership

- empowering people to participate in housing developments.

Through his London Housing Strategy the Mayor is intending to

- deliver almost 55,000 affordable homes through the 2011-15 affordable housing programme, meeting the new London Plan target of 13,200 affordable completions every year
- deliver over 17,000 First Steps homes between 2011 and 2015
- halve the level of severe overcrowding in social rented housing by 2016
- ensure that 36 per cent of the new Affordable Rented homes will be family-sized housing with three bedrooms or more, with rents within the welfare caps
- ensure at least 8,000 voluntary moves of underoccupying social rented tenants take place by 2016
- launch housingmoves, a pan-London mobility scheme that will operate on a reciprocal basis in which all of London's social landlords will participate
- deliver 1,800 supported homes between 2011-15, to meet the needs of older and vulnerable Londoners.
- ensure nobody arriving on London's streets sleeps out for a second night
- ensure nobody is living on the streets of London by the end of 2012
- introduce a single badge of accreditation for London's private landlords and lettings and management agents.

Homes built to **Lifetime Homes** standards^{xi} are desirable, as they are designed to be accessible and adaptable to meet the changing needs of people throughout their life, in particular the needs of families with children and older and disabled people. The London Plan 2011 and London Housing Strategy both contain policies to ensure that all new homes are built to Lifetime Homes standards. 70 per cent of new build homes given planning permission during 2009/10 were designed to meet Lifetime Homes standards.⁸⁶

The Mayor has a **Housing Equalities Standing Group** whose members include organisations which work specifically with women, such as Housing for Women and Eaves. The Group has advised the Mayor on the development of the strategy.

The GLA **monitors** the housing situation in London by publishing an annual Housing in London report.⁸⁷ The Housing Equalities Standing Group monitors the impact of the Mayor's housing strategy and the housing outcomes for Londoners with "protected characteristics".

3.8 Health

Evidence of gender inequality in London

There are wide disparities in health within London, which are closely related to levels of deprivation. Latest figures for 2008-10 indicate that life expectancy at birth^{xii} in London was 79 years for males and 83.3 for females.⁸⁸ At borough level, average life expectancy for men

^{xi} Lifetime homes are ordinary homes incorporating design criteria that can be universally applied to new homes at minimal cost and which support the changing needs of individuals and families at different stages of life

^{xii} Life expectancy at birth for an area is an estimate of the average number of years a hypothetical baby would survive if she or he experienced the particular area's age-specific mortality rates for that time period throughout her or his life.

ranges from 75.4 years (Islington) to 84.4 years (Kensington and Chelsea) and from 80.5 (Newham) to 89.0 years (Kensington and Chelsea) for women.⁸⁹

Disability-free life expectancy^{xiii} also varies between boroughs. For men it ranges from 55.7 years (Tower Hamlets) to 66.7 years (Richmond) and for women, from 58.4 (Hackney and Tower Hamlets) to 68.9 (Richmond). However, women in London report a slightly higher rate of reporting limiting long-term illness (LLTI) than men. LLTI rates are particularly high for Bangladeshi and Pakistani women, Black Caribbean, other black, other Asian women and for both white and black Caribbean and white and black African dual heritage women.⁹⁰

These inequalities in health by gender are driven by an unequal distribution of the factors that influence health, such as lifestyles and behaviours, and the wider determinants of health, such as economic, social and environmental conditions. Engagement in healthy lifestyles and behaviours vary by gender. For example, in 2009, 26 per cent of men in London smoked, compared with 19 per cent of women⁹¹ and in 2008, men in London drank nearly twice as much alcohol in an average week (15 units) than women (8 units).⁹²

There is considerable evidence of the role that gender differences play in relation to mental health. A report on the well-being of women in 2010 highlighted the role of socio-economic realities in women's lives, such as the competing and, often, unsupported multiple roles they undertake, and the low status and values that society typically attaches to these roles.⁹³

The risk of developing bowel cancer is similar for men and women up to age 40, but, after this age, rates are higher for men⁹⁴, yet a 2011 report found that 52 per cent of men take up the offer of colorectal screening compared to 58 per cent of women.⁹⁵ Further, early diagnosis of cancer is strongly associated with improved chance of survival. Men are more likely to delay seeing a doctor to report cancer symptoms, and they engage in self-examination less frequently, than women.⁹⁶

Regular exercise can help to maintain health. Fewer women take part in regular active recreation or sport than men. The latest survey of people's activity levels by Sport England in the year ending October 2011 found that overall 16.2 per cent of adults and young people over 16 in London took part in at least three sports or physical activity sessions a week of 30 minutes of moderate intensity compared with 16.5 per cent during October 2007 to October 2008.⁹⁷ Nationally participation among females had decreased from 13.1 per cent to 12.4 per cent, whereas participation amongst males had increased from 20.0 per cent to 20.5 per cent.

How the Mayor is addressing this

The Mayor published the London Health Inequalities Strategy⁹⁸ in 2010, setting out a framework for partnership action to

- improve the physical health and mental wellbeing of all Londoners
- reduce the gap between Londoners with the best and worst health outcomes
- create the economic, social and environmental conditions that improve quality of life for all and
- empower individuals and communities to take control of their lives, with a particular focus on most disadvantaged people.

^{xiii} Disability free life expectancy is the average number of years an individual is expected to live free of disability

Gender equality has been integrated into the development of the Strategy through an integrated impact assessment process. Research that informed the assessment found, for example, huge variations in the quality of mental health accommodation for women in London. This and other gender issues were incorporated into the drafting of the Strategy.

Well London is a BIG Lottery funded community action for health and well-being programme that has taken place in 20 of London's most disadvantaged areas. The programme was supported by the GLA and uses an integrated, community development approach to increase levels of healthy eating, physical activity and positive mental well-being, and has been developed and delivered by an alliance of organisations. Phase 1 of the Well London project was targeted at women.

In October 2011, the GLA hosted a Health, Work and Welfare Reform conference, in partnership with the London Health, Work and Wellbeing programme (Department of Health) and Jobcentre Plus. This built awareness about recent changes in welfare policy, such as the Work Programme, and opened a discussion between London's public health and employment practitioners about how best to support people on their return to work - which has particular relevance to lone parents.

A 'shadow' London Health Improvement Board,⁹⁹ chaired by the Mayor, has been meeting since July 2011. It will provide a strategic London-wide approach on key health areas. Its initial priorities include alcohol, cancer prevention and early diagnosis and better information for health improvement.

The results of the London Drink Debate Survey, carried out in 2011, has highlighted important gender differences in alcohol behaviours and these findings will be disseminated to boroughs to support local action to tackle gender inequalities.

In September 2011, the Mayor supported the 'Blue September' campaign which aims to increase men's awareness of all cancers and the lifestyles choices that are associated with risk of cancer.

GLA Economics published the economic case for investment in early years interventions to address health inequalities in January 2011¹⁰⁰ and the GLA is now promoting it with boroughs to demonstrate how these interventions provide high returns on investment for individuals and society, and to highlight a number of evaluated early years interventions.

2012/13 will be a developmental year in which pan-London initiatives that aim to meet a series of ambitions for London will be piloted. The proposed work programmes target health behaviours associated with gender inequalities in health, such as alcohol consumption, smoking prevalence, early diagnosis of cancer and bowel cancer screening.

In 2009 the Mayor launched 'A Sporting Future for London', an inclusive Sports Legacy Plan for making sport and physical activity accessible to all in London. Its implementation is supported through the £15.5m Mayor's Sports Legacy Fund, which has three distinct elements, one of which is the Sports Participation Fund. Generally the Fund supports projects which are inclusive of both genders, but in recognition of their lower participation rate in sport, projects are being supported which focus exclusively on provision for women and girls. For example, Dare2Dance is being delivered by Proactive Central in conjunction with Independence to raise the confidence of teenage girls through dance lessons and competitions. Women's World, a 'virtual' sports and fitness club, run by the Westway Development Trust, offers over 30 regular exercise classes, designed specifically for women, in a friendly environment.

The Mayor has continued to be a principal partner of Big Dance, which has proved to be a key vehicle for encouraging more girls to be active. More than a million people took part in over 850 Big Dance activities and events across London, when it last took place in 2010. The next Big Dance is taking place this summer. An estimated five million people are expected to take part throughout the UK.

3.9 London 2012 Olympic and Paralympic Games

How the Mayor is addressing gender inequality and ensuring both men and women benefit from delivery of the London 2012 Olympic and Paralympic Games

The Mayor established the London 2012 Equality and Diversity Forum, chaired by his statutory Deputy Mayor, to ensure the effective co-ordination, integration and promotion of equality and diversity in the preparation, delivery and legacy of the Games and ensure the benefits of the Games reached all parts of the community, including women and girls. Progress is published in the Forum's annual reports.

The Mayor has worked with London 2012 partners to achieve the following

- run specific projects to help women and other underrepresented groups into the construction industry.
- co-funded the Women into Construction project to support women working in construction on the Olympic site. By March 2011, 4 per cent of the people working for contractors on the Olympic Park were women (compared with less than 2 per cent who work in construction nationally).
- facilitated people into work on the Olympic Park through the Olympic Delivery Authority's (ODA) Jobs Skills Futures Brokerage. Between April 2009 and March 2011 17 per cent of these were women.
- sponsored two projects (Host Borough Employment and Skills and 2012 Employment Legacy) which are designed to support economically inactive people into Games-time jobs with LOCOG contractors, and on into sustained employment. Both have targets of at least 50 per cent of people supported being women. In the first half of 2011/12 58 per cent of people supported by the Host Borough project were women.
- increased awareness of the range of local small and medium sized enterprises (SMEs) led by women and other under-represented groups amongst ODA Tier One contractors
- set up an online portal (CompeteFor) to make London 2012 and public sector contract opportunities easily accessible to all businesses. Over 155,700 businesses across the country had registered on CompeteFor by the beginning of 2012, with 18.3 per cent of these owned by women. Almost 45,000 of the companies were London based and 20.2 per cent of these were run by women.
- women made up 47 per cent of the participants who attended the first round of the 2010-2011 FreeSport programme – the Mayor's fund to sports clubs and other small community organisations, to provide free sports coaching for Londoners
- for the financial year up to the end of December 2010, 41 per cent of the people who received employment support through the Personal Best programme were women. Personal Best is a training and volunteer programme, aimed at helping people furthest from employment into long-term, sustainable jobs by being one of the 70,000 Games Maker volunteers who will be based within the official Games venues, during the Games.
- by June 2011 women made up 64 per cent of those who had been offered shifts on the London Ambassadors Scheme. The Scheme is recruiting up to 8,000 volunteers to

welcome and inform visitors, residents and commuters on the streets of the capital for the 2012 Games.

- set gender policies and targets within the contract to manage the Olympic Park and Orbit following the Games.

3.10 GLA as an employer

The overall gender profile for the GLA as at 31 March 2011 shows that the percentage of women exceeded the proportion in the population at 54 per cent and increased from 53 per cent in 31 March 2010. Women also made up the greater percentage of leavers for both periods but the turnover of women decreased to 56 per cent for the year ending 31 March 2010 to 52 per cent for the period ending 31 March 2011. The percentage of women starters increased to balance the overall numbers.

Table 8: Employees by gender in post, starters, leavers and turnover

Gender	In post				Starters			
	31-Mar-10		31-Mar-11		31-Mar-10		31-Mar-11	
Female	314	53%	342	54%	53	54%	75	56%
Male	280	47%	295	46%	45	46%	59	44%
Total	594		637		98		134	

Gender	Leavers				Turnover			
	31-Mar-10		31-Mar-11		31-Mar-10		31-Mar-11	
Female	86	56%	47	52%	86	27%	47	14%
Male	68	44%	44	48%	68	24%	44	15%
Total	154		91		154	26%	91	15%

Recruitment

Table 9: Number and percentage of women applicants, shortlisted and appointed

Year ending 31 March	Posts	Applicants		Shortlisted		Appointed	
		Total	% female	Total	% female	Total	% female
2009	79	1043	53	250	61	79	58
2010	160	2440	57	558	54	160	50
2011	101	2206	52	390	52	86	58

During the year ending 31 March 2009 to 2011, the number of women applying for, being shortlisted and appointed to jobs was proportionate, with an increase at appointment stage in 2011.

Salary

Whilst the GLA has consistently had a workforce that is at least reflective of the proportion of women in London's population, as with most employers, it has struggled to reflect this in all job roles and at all levels, particularly at the top levels. Women are over-represented in the lowest salary band and under-represented in the highest salary band with less than a quarter of those earning £70K and above, being women.

Table 10: Number and percentage of employees by salary and gender

Salary range	Female		Male	
	Number	%	Number	%
Under £20,000	10	77	3	33
£20,000 to £30,000	54	55	44	45
£30,000 to £40,000	124	62	75	38
£40,000 to £50,000	95	52	87	48
£50,000 to £60,000	36	49	38	51
£60,000 to £70,000	11	52	10	48
£70,000 +	12	24	38	76
Total	342		295	

How the Mayor is addressing this

A key Mayoral priority is to “develop and support a workforce that reflects London’s population at all levels and work towards eliminating discrimination (including institutional discrimination), under representation and disadvantage on any grounds.”¹⁰¹

The GLA monitors staff age, disability, ethnicity, gender, religion and sexual orientation in all employment areas, such as recruitment, training, staff in post, salary, sickness absence and turnover. The findings are regular reported to the London Assembly’s Business Management and Administration Committee¹⁰² and reviewed by Directors. The information from the workforce survey is analysed and interpreted to inform new or revised HR processes and policies and ensure mitigating action is taken, where necessary.

The GLA supports the GLA Women's Network, which holds regular workshops to support the development of women staff.

4. CONCLUSION

The evidence detailed in this report shows that the gender inequalities faced by Londoners affect women and girls in the main. The issues they face are gaining an adequate income, being able to access work that is suitable to them, should they wish to work, having the opportunity to participate in society, fearing and being victims of violence, travelling safely, finding suitable housing and achieving lifestyles that improve their health. The main issues faced by boys and men are educational outcomes and accessing health services.

The report also highlights how the Mayor is working to eliminate unlawful gender discrimination, advance equality of opportunity and foster good gender relations. In summary he is

- tackling poverty and raising incomes
- improving education and skills opportunities
- increasing volunteering and employment opportunities
- tackling violence against women and girls
- making it easier, safer and affordable for women to travel around the capital
- providing more housing that meets different people's needs
- addressing health inequalities and encouraging the take up of physical activity and
- making sure all benefit from the opportunities offered by preparing for and hosting the Games.

Going forward, the Mayor will continue to build on his work in all these areas.

The Mayor's over-arching equality framework, Equal Life Chances for All, is currently being revised to include the GLA's statutory equality objectives. This will be published in February 2012

APPENDIX 1 – PUBLIC SECTOR GENERAL EQUALITY DUTY

The Equality Act 2010 places a duty on public sector organisations to pay due regard, in the exercise of its functions, to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and any other conduct which is unlawful under the Equality Act 2010
2. Advance equality of opportunity between people who share a protected characteristic, and those who don't have that characteristic. This means in particular:
 - a. Removing or minimising disadvantages suffered by people who share a protected characteristic that are connected to that characteristic
 - b. Taking steps to meet the needs of people who share a protected characteristic that are different from the needs of people who don't have that characteristic
 - c. Encouraging people who share a protected characteristic to participate in public life or in any other activity in which their participation is disproportionately low
3. Foster good relations between people who share a protected characteristic, and those who don't have that characteristic. This means, in particular:
 - d. Tackling prejudice
 - e. Promoting understanding.

The protected characteristics are

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership.

References

- ¹ Households Below Average Income 1994/95 – 2009/10, Department for Work and Pensions, 2011; Poverty figures for London 2009/10, Greater London Authority, 2011
- ² Households Below Average Income 1994/95 – 2009/10, Department for Work and Pensions, 2011; Poverty figures for London 2009/10, Greater London Authority, 2011
- ³ Households Below Average Income 1994/95 – 2009/10, Department for Work and Pensions, 2011; Poverty figures for London 2009/10, Greater London Authority, 2011
- ⁴ London's Quality of Life Indicators 2008-09 Report, London Sustainable Development Commission, 2009
- ⁵ Fuel poverty in London, Greater London Authority, 2009
- ⁶ Annual Survey of Hours and Earnings, Office for National Statistics
- ⁷ Equal Life Chances for All Measures of Success Bulletin 1: The pay gap, Greater London Authority, 2011 <http://www.london.gov.uk/equalities-measuring-success>
- ⁸ A profile of the part-time workforce in London, Greater London Authority, 2011
- ⁹ A Fairer London; The 2011 Living Wage in London, GLA Economics, May 2011 <http://www.london.gov.uk/publication/fairer-london-2011-living-wage-london>
- ¹⁰ http://www.london.gov.uk/sites/default/files/Treading_Water.pdf
- ¹¹ <http://www.london.gov.uk/sites/default/files/living-wage-2011.pdf>
- ¹² <http://www.geog.qmul.ac.uk/livingwage/numbersandmoney.html>
- ¹³ Annual Population Survey, Office for National Statistics, 2010
- ¹⁴ Annual Population Survey, Office for National Statistics, 2011
- ¹⁵ Annual Population Survey, Office for National Statistics, 2010
- ¹⁶ Why are there so few part-time jobs in London?, GLA Economics, 2007
- ¹⁷ Annual Population Survey, Office for National Statistics, 2010
- ¹⁸ Daycare Trust Annual Childcare Costs Survey, 2012
- ¹⁹ Registered childcare providers and places in England September 2011, Ofsted, 2011
- ²⁰ Mid-year population estimates, Office for National Statistics, 2010
- ²¹ Daycare Trust Annual Childcare Costs Survey, 2011
- ²² Annual Population Survey, Office for National Statistics, 2011
- ²³ Annual Population Survey, Office for National Statistics, 2011
- ²⁴ Annual Population Survey, Office for National Statistics, 2011
- ²⁵ Annual Population Survey, Office for National Statistics, 2010
- ²⁶ Annual Population Survey, Office for National Statistics, 2011
- ²⁷ Annual Population Survey, Office for National Statistics, 2010
- ²⁸ In November 2011, from General Medical Council http://www.gmc-uk.org/doctors/register/search_stats.asp NOTE figures are updated monthly.
- ²⁹ July 2010, from Law Society <http://www.lawsociety.org.uk/secure/file/191440/e:/teamsite-deployed/documents/templatedata/Publications/Research%20Publications/Documents/annualstatreport2010.pdf>
- ³⁰ Annual Population Survey, year ending March 2011, Office for National Statistics
- ³¹ In November 2010, from School Workforce in England, Department for Education <http://www.education.gov.uk/rsgateway/DB/SFR/s000997/index.shtml>
- ³² In 2010, from Childcare and early years providers survey 2010, Department for Education <http://www.education.gov.uk/researchandstatistics/statistics/allstatistics/a00196854/dfe-childcare-and-early-years-providers-survey-2010>
- ³³ Women on Boards, February 2012
- ³⁴ London Annual Business Survey, London Development Agency, 2007
- ³⁵ <http://www.london.gov.uk/who-runs-london/mayor/publications/business-and-economy/eds>
- ³⁶ <http://www.lda.gov.uk/publications-and-media/publications/snapshot.aspx>

-
- ³⁷ 2010/2011 performance rating results can be found here: <http://lseo.org.uk/content/1248>
- ³⁸ London Childcare Market, London Development Agency Labour Market Research Series: 5, 2011
- ³⁹ Unlocking public value: Leading London to smarter procurement, Mayor of London, 2010 <http://www.london.gov.uk/rp/docs/respro2010.pdf>
- ⁴⁰ www.london.gov.uk/rp
- ⁴¹ London Fire Brigade, Metropolitan Police Service and Transport for London
- ⁴² Working towards an Inclusive Games 2010-11, London 2012 Equality and Diversity Forum, 2011; <http://www.london.gov.uk/publication/working-towards-inclusive-games-2010-11>
- ⁴³ <http://www.education.gov.uk/rsgateway/DB/SFR/s000977/sfr37-2010.xls> table 2a
- ⁴⁴ <http://www.education.gov.uk/rsgateway/DB/SFR/s000977/sfr37-2010.xls> table 3
- ⁴⁵ Annual Population Survey, Office for National Statistics, 2010
- ⁴⁶ Annual Population Survey 2010, Office for National Statistics
- ⁴⁷ Research Report 37: Spotlight on refugee integration: findings from the Survey of New Refugees in the United Kingdom, Home Office, 2010
- ⁴⁸ The Benefits of Completing an Apprenticeship, Learning and Skills Council, April 2009
- ⁴⁹ Apprenticeships and gender A joint TUC and YWCA paper October 2010 http://www.tuc.org.uk/extras/Apprenticeships_and_Gender.pdf
- ⁵⁰ The Benefits of Completing an Apprenticeship, Learning and Skills Council, April 2009
- ⁵¹ http://www.thedataservice.org.uk/NR/rdonlyres/D0F9C6CE-72F0-4D3E-8459-689AC77F5AEB/0/October_Apprenticeship_Starts.xls
- ⁵² Value of a parent, Legal and General, 2011
- ⁵³ Citizenship Surveys, Department for Communities and Local Government
- ⁵⁴ Citizenship Survey: April 2010 - March 2011, Department for Communities and Local Government, 2011
- ⁵⁵ Equal Life Chances for All Measures of Success Bulletin 6: Civic representation in London, Greater London Authority, 2011
- ⁵⁶ The Way Forward: Taking action to end violence against women and girls' Greater London Authority, 2010
- ⁵⁷ Domestic Violence: A National Report, Home Office, 2005
- ⁵⁸ Metropolitan Police Service
- ⁵⁹ The Way Forward: Taking action to end violence against women and girls, Greater London Authority, 2010
- ⁶⁰ The Way Forward: Taking action to end violence against women and girls, Greater London Authority, 2010
- ⁶¹ The Missing Link: tackling harmful practices in London, Imkaan, 2011
- ⁶² The Missing Link: tackling harmful practices in London, Imkaan, 2011
- ⁶³ The Way Forward: Taking action to end violence against women and girls, Greater London Authority, 2010 - This figure was derived from a number of estimates. A Home Office Study in 2000 estimated that up to 1,420 women were trafficked into the UK for sexual exploitation (<http://www.homeoffice.gov.uk/rds/prgpdfs/fprs125.pdf>). According to the UK Action Plan on Tackling Human Trafficking, an estimated 4,000 women in the UK had been trafficked for sexual exploitation in 2003. (<http://www.homeoffice.gov.uk/documents/human-traffickaction-plan?view=Binary>) The highest estimates suggest that there could be around 10,000 women trafficked into the UK for sexual exploitation. (<http://www.guardian.co.uk/uk/2007/dec/16/immigration.ukcrime>)
- ⁶⁴ Annual London Survey 2001, Greater London Authority
- ⁶⁵ Annual London Survey 2011, Greater London Authority, 2011
- ⁶⁶ www.london.gov.uk/thewayforward
- ⁶⁷ http://www.endviolenceagainstwomen.org.uk/data/files/the_missing_link__sep_2011.pdf
- ⁶⁸ Travel in London. Report 4, Transport for London, 2011

-
- ⁶⁹ Travel in London, Supplementary Report: London Travel Demand Survey, Transport for London, 2011
- ⁷⁰ Travel in London 4, Transport for London, 2011
- ⁷¹ Travel in London, Key trends and developments, Report number 1, Transport for London, 2009
- ⁷² Annual London Survey 2011, Greater London Authority, 2011
- ⁷³ All Annual London Surveys prior to 2011. The 2011 sample size was too small to draw any statistically significant conclusions.
- ⁷⁴ TfL
- ⁷⁵ Statistical Bulletin 2005/06, British Transport Police, 2006; Statistical Bulletin 2010/11, British Transport Police, 2011
- ⁷⁶ <http://www.tfl.gov.uk/assets/downloads/corporate/Cycling/Cycle-Safety-Action-Plan.pdf>
- ⁷⁷ P1E returns, Communities and Local Government
- ⁷⁸ P1E returns, Communities and Local Government
- ⁷⁹ P1E returns, Communities and Local Government
- ⁸⁰ Survey of English Housing Preliminary Report, Communities and Local Government, January 2009
- ⁸¹ <http://www.communities.gov.uk/housing/housingresearch/housingstatistics/housingstatisticsby/housebuilding/livatables/> Table 254
- ⁸² London Development Database, Greater London Authority
- ⁸³ Chain database:<http://www.broadwaylondon.org/CHAIN.html>
- ⁸⁴ Department for Communities and Local government live table 1000
- ⁸⁵ Revised London Housing Strategy, Greater London Authority, December 2011
<http://www.london.gov.uk/publication/revised-london-housing-strategy-public-consultation>
- ⁸⁶ London Plan Annual Monitoring Report 7, Greater London Authority, 2011
- ⁸⁷ The most recent is Housing in London: The evidence base for the London Housing Strategy, Greater London Authority, December 2011
<http://www.london.gov.uk/sites/default/files/Housing%20in%20London%20Dec11.pdf>
- ⁸⁸ Life expectancy at birth and at age 65 by local areas in the United Kingdom, 2004–06 to 2008–10 http://www.ons.gov.uk/ons/dcp171778_238743.pdf
- ⁸⁹ Fair London, Healthy Londoners? London Health Observatory and London Health Commission 2011 http://www.lho.org.uk/Download/Public/17134/1/LHC_160311.pdf
- ⁹⁰ 2001 Census: Health by ethnic group, religion and country of birth, Greater London Authority, 2005
- ⁹¹ Statistics on Smoking: England, The Information Centre 2011
[http://www.ic.nhs.uk/statistics-and-data-collections/health-and-lifestyles/smoking/statistics-on-smoking-england-2011-\[ns\]](http://www.ic.nhs.uk/statistics-and-data-collections/health-and-lifestyles/smoking/statistics-on-smoking-england-2011-[ns])
- ⁹² General Lifestyle Survey: smoking and drinking among adults, 2008
- ⁹³ Working towards Women’s Well-being: Unfinished business, 2010 (National Mental Health Development Unit)
- ⁹⁴ The NHS Bowel Cancer Screening Programme: Information for Primary Care
<http://www.cancerscreening.nhs.uk/bowel/bowel-ipc-booklet.pdf>
- ⁹⁵ Slow on the Uptake? Encouraging Male Participation in the NHS Bowel Cancer Screening Programme, Men’s Health Forum 2011 <http://www.menshealthforum.org.uk/content/slow-uptake-encouraging-male-participation-nhs-bowel-cancer-screening-programme>
- ⁹⁶ Gender differences in early detection of cancer, Evans, R.E.C., Brotherstone, H., Miles, A. & Wardle, J. 2005. The Journal of Men's Health & Gender. Volume 2, Issue 2, Pages 209–217
- ⁹⁷ Active People Survey 5, Sport England, December 2011
- ⁹⁸ London Health Inequalities Strategy, Greater London Authority, 2010
- ⁹⁹ London Health Improvement Board website www.lhib.org.uk

¹⁰⁰ <http://www.london.gov.uk/who-runs-london/mayor/publication/early-years-interventions-economic-case>

¹⁰¹ Equal Life Chances for All, Greater London Authority. 2009

¹⁰² See <http://www.london.gov.uk/assembly/bmac/index.jsp>