

# WOMEN IN LONDON'S ECONOMY

## Summary Report

**‘By 2016 seven out of ten new jobs  
in London will be filled by women.’**

GLA Economics 2006

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# Foreword



London's economy is critically dependant on the contribution of women. But this will dramatically increase in the future. Women are projected to take 7 out of 10 of the new jobs in London through to 2016. This presents both a major opportunity for women to access well paid and varied career options, and for employers to use all the skills that women have to offer. Furthermore as only five key economic sectors are set to provide the bulk of new jobs there is a clear indication of training, skills and recruitment imperatives for education providers and employers in London.

By many measures, the position of women has improved enormously in recent decades. Legal rights in such areas as divorce, abortion and contraception and sexual and domestic violence have been gained. Women have made great advances in challenging and changing discriminatory cultural stereotypes and attitudes and in asserting their right to live as they choose. London has witnessed many positive changes. But in the economic sphere, this report shows that the picture is much more mixed.

It contains some disturbing findings. Contrary to what is often supposed it shows that the relative position of women in London's economy is worse than in the rest of the UK. The few highly publicised cases of gender discrimination in parts of the City are clearly not an aberration but the tip of an inequality iceberg. At the other end of the pay spectrum, women are disproportionately confined to low paid occupations and held back by an unfair burden of family care. Tackling the barriers that perpetuate such inequality is a number one challenge for women and for London's future economic growth.

Key findings outlined in this report include:

- The gender pay gap is greater in London than at UK level. Comparing mid-point (median) earnings for women and men working full-time, the gender pay gap is only slightly higher in London than the UK – 15 per cent compared to 14 per cent. However, the average (mean) gender pay gap is 24 per cent, compared to a UK figure of 18 per cent. This reflects the significant number of highly paid jobs in London in which women are extremely under-represented.
- The part-time pay gap is greater in London than in the rest of the UK. Median earnings show that women working part-time earned 51 per cent of the full-time rate for men, compared to 57 per cent in the rest of the UK.
- There has been an increase in wage inequality for women in London over the last 6 years that has not been seen in the UK as a whole.
- In 2004 the highest paid 10 per cent of male full-time workers in London earned £36.66 an hour, while the lowest paid 10 per cent of female full-time workers earned £6.78 an hour and the lowest paid 10 per cent of female part-time workers earned a mere £4.85 an hour.
- Women's employment rates are lower in London than in the rest of the UK: nearly 70 per cent of women in Britain are in work, but only 62 per cent in London. One significant reason is the much lower proportion of women working part-time in London. For women with dependent children the barriers to part-time work are particularly high: 27 per cent are in part-time work in London compared to 41 per cent in the UK.


Qualitative research supports these findings by showing that:

- Gender segregation and subject choice in schools and colleges are intrinsically linked and that young women are receiving inadequate careers advice. Women remain a minority of entrants to A levels and degrees in many of the subject areas that employers in the five growth sectors seek.
- Employers believe the GLA could play a stronger role in promoting awareness about employment opportunities and appropriate training.
- Retaining skilled women workers with caring demands requires an improved combination of flexible working practices and affordable and flexible childcare.

This particular discriminatory dynamic for women needs to be understood. The exclusion of women from the great majority of the highest paid jobs in London reflects discrimination that is simply unacceptable. The numbers of women working part-time reflects the unequal family responsibilities that fall on women, which women attempt to balance through working part-time or flexibly. The downward career move and pay penalty that women often suffer as a result represents an inequality outcome that is considerable, and a severe loss to London's economy. New steps now needed include:

- A national macro-economic policy that invests more in London – women are suffering particularly badly from the fact that participation in work as a whole is lower than in the rest of the UK and unemployment is also higher.
- Educational and training provision that addresses gender segregation and equips women to have the best chance for the most rewarding jobs. One of the important reasons that I have asked the government for strategic direction of London's Learning and Skills Councils is to ensure that the training needs of women in London are met.
- Firmer measures on entrenched discrimination and occupational segregation. More companies need to monitor the experience of women employees, provide statistics on where women are located in their job and pay structure, and develop the business case for equality.
- Childcare and other care provision that is affordable, high quality and flexible. Government needs to invest more to meet London's childcare needs and higher real costs. Employers can help by supporting the extension of flexible working policies.
- A robust and modernised framework of equality law with positive and comprehensive duties to equality available to women in whatever sector they work.

If such steps are taken the recent increase in attention to the position of women in work and society can lead to meaningful change.



**Mayor of London**  
January 2006

# 1: Quantitative research

By 2016 seven out of ten new jobs in London will be filled by women

This is a summary of the second report from a dedicated programme of research by the Greater London Authority (GLA) into Women in London's Economy. This section outlines women's economic contribution to the London economy, and factors which constrain that contribution.

Women are playing an increasing role in London's workforce. In 2003, they represented over 45% of the workforce, up from 40% in 1982. However, historically, women in London have always made up a lower percentage of the workforce than in Great Britain as a whole (see Figure 1).

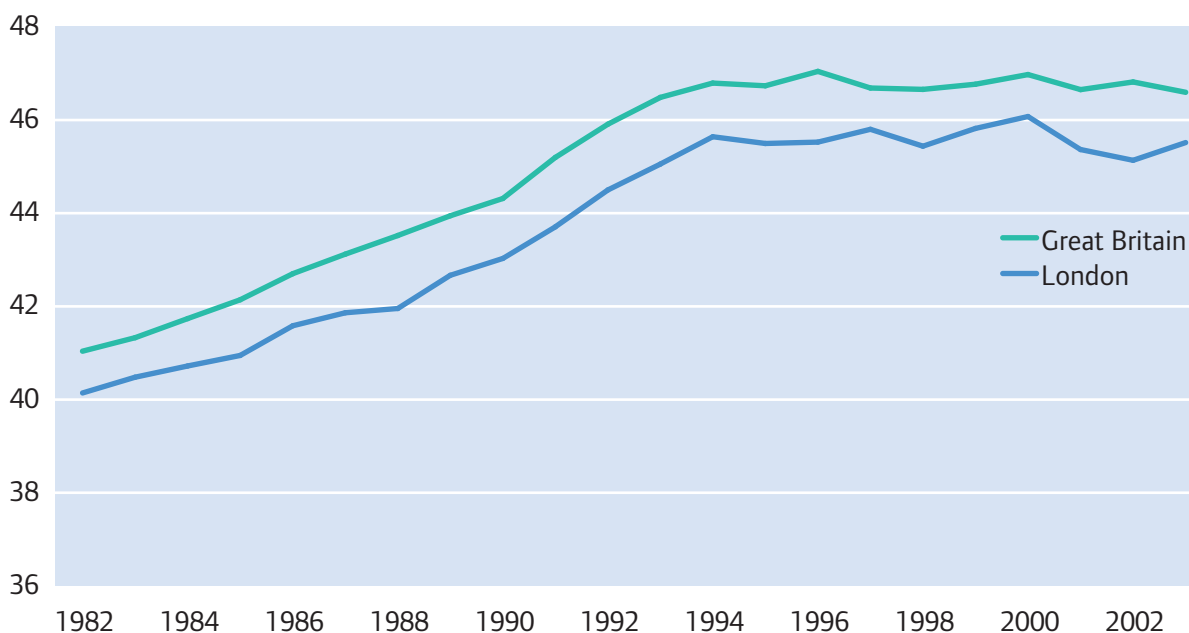
By 2016, there are projected to be just over 5 million jobs in London, a net increase of 558,000. The proportion of women in the total London workforce has been projected using a bottom-up approach that analyses individual employment sectors. The result is that of the additional 558,000 net new jobs expected, 69 per cent of them (388,000) are projected to be filled by women (see Table 1). This implies 2,426,000 female jobs by 2016, and an increase in the proportion of females to 48 per cent of the workforce (Figure 2). The greatest number of job increases for women is projected to be in the Business Services sector, with 217,000 projected extra jobs by 2016.

Of this increase in women's employment in London, part is attributable to overall economic growth – and hence an increase in overall employment within London – and part to a change in the proportion of women working. Table 2 is a matrix showing changes in total sector against changes in the proportion of women in that sector. The three key sectors for growth in women's employment are Business Services, Health and Education and Retail. In all other sectors, women's share is either static or declining, even in sectors showing overall growth; or they are sectors in decline.

In general, then, economic growth is a more important driver of the increase in women's jobs than changes in the representation of women within different sectors and/or occupation categories. On the whole, sectors which are shrinking have less strong representation than those which are growing. Of the 388,000 rise in women's employment, 298,000 comes from growth in sectors in which women are reasonably well represented and 90,000 from a rising share of employment in other sectors.

Occupational projections (Figure 3) suggest that there will be a fall in the number of administrative, secretarial and clerical jobs, as well as a declining share of women in these categories. Many of

Figure 1 Female percentage of total employment in London and Great Britain

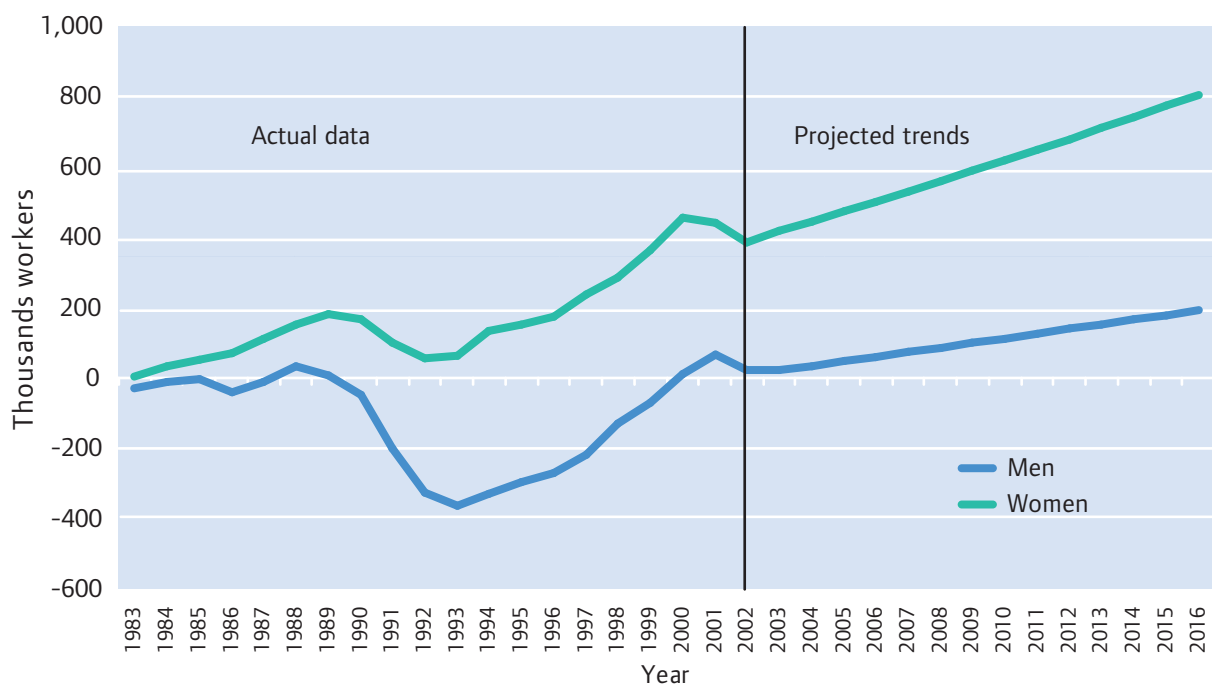


**Table 1** Change in numbers and proportion of female jobs by sector for London, 2003 – 2016

Sector	Number of female jobs, '000s		Change in female job numbers '000s	Proportion of females by sector	
	2003	2016	2003-2016	2003	2016
Business services	455	672	217	0.42	0.47
Other services	180	255	75	0.50	0.50
Hotels & restaurants	148	205	58	0.48	0.48
Health & Education	494	534	41	0.75	0.76
Retail	215	253	38	0.54	0.57
Financial Services	154	161	7	0.46	0.43
Wholesale	70	72	2	0.29	0.28
Primary & Utilities	5	4	-1	0.32	0.34
Transport & comms	93	92	-1	0.27	0.28
Construction	24	21	-3	0.10	0.11
Public administration	112	93	-19	0.48	0.50
Manufacturing	89	64	-24	0.33	0.35
<b>Total</b>	<b>2,038</b>	<b>2,426</b>	<b>388</b>	<b>0.45</b>	<b>0.48</b>

Source Experian Business Strategies (historic data) and Volterra (projections)

**Figure 2** Cumulative changes in jobs for London by gender, 1983 - 2016



Source Experian Business Strategies (historic data) and Volterra (projections)

these jobs have provided part-time opportunities outside central London, and this may mean that further challenges lie ahead.

### The gender pay gap

In London in 2004, the mean<sup>1</sup> full-time female wage was £14.76 per hour while the mean full-time hourly wage for males was £19.45 (see Table 3). This gives a gender pay gap of 24 per cent – larger than the UK mean gender pay gap of 18 per cent. The mean pay gap between women working part-time and men working full-time is 46%. Table 4 shows the link between pay and occupation. The more senior the occupation, the higher the associated wage. As women are less represented at more senior occupations, this is a major contributory factor to the gender pay gap. Our previous research showed that occupational segregation – men and women doing different jobs – explains much of the gender pay gap.

Women's representation in management and senior official roles, and in professional and associate professional occupations, is projected to increase; since jobs within these occupations tend to be better paid, this may help to reduce the gender pay gap in the future. But the numbers of women working in personal service occupations are also expected to increase – and these tend to be jobs at the lower end of the wage spectrum.

### Part-time working

Seven out of 10 women say their reason for not working full-time is that they want to spend

more time with family, or that domestic commitments prevent them working full-time. But there are fewer part-time opportunities in London – only one in four jobs is available at 30 or fewer hours per week. And fewer part-time opportunities are available at more senior levels. Even with legislation giving individuals with young children a right to request flexible working, fewer people in more senior occupations are taking this up.

We do not yet understand fully why higher paid jobs are not available on a part-time basis. The LDA has commissioned research that will analyse family-friendly working practices (including part-time opportunities in small and medium sized enterprises in London), which is due to report in early 2006.

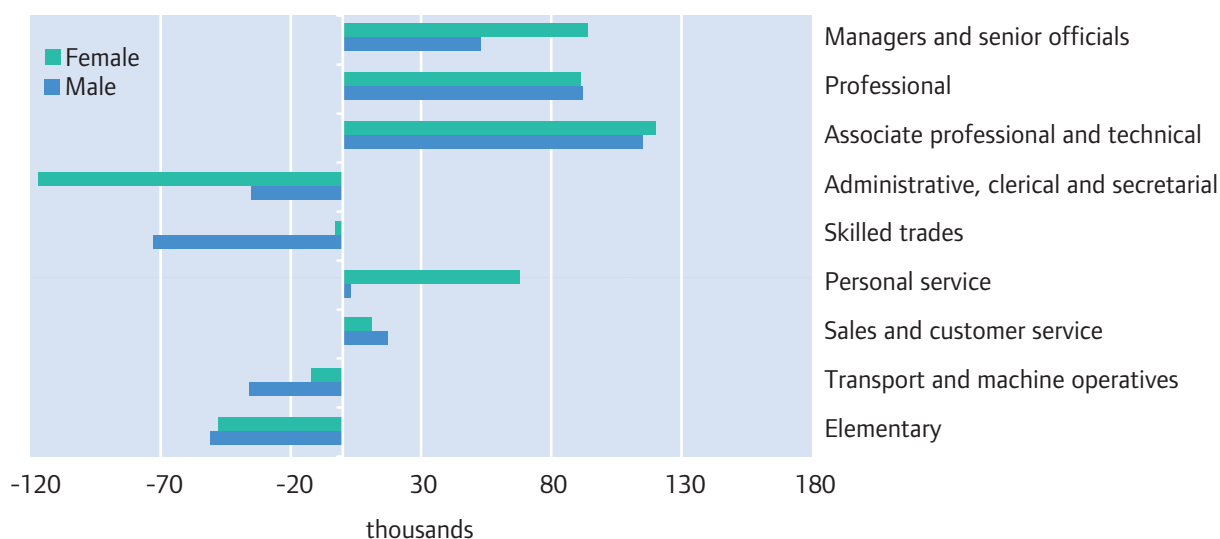
Part-time work is much less concentrated in the high productivity, high paid areas of central London and is more associated with residentially-based jobs. Female part-time jobs are widely dispersed throughout London, reflecting the locations of town centres, whereas male part-time jobs tend to be located around the four key employment pillars of London (Central Activity Zone, Docklands, Heathrow and Croydon). Part-time workers, not surprisingly, are not prepared to travel as far to work as their full-time colleagues. Women are less likely than men to commute from the wider South East into London for work. Of those women who do commute, they are more likely to be working full-time than part-time.

<sup>1</sup> the arithmetic mean wage is calculated by dividing total wages by the number of employees; it is commonly called the average

**Table 2 Breakdown of changes in employment by proportion of women in the sector and total sector change**

		Total sector change	
		Decline	Growth
Proportion of women in sector	Decline		Financial Services Wholesale
	No change		Other Services Hotels and Restaurants
	Growth	Primary and Utilities Transport and communications Construction Public Administration Manufacturing	Business Services Health and Education Retail

**Figure 3 Employment projections by occupation and gender for London, 2002 - 2012**



Source *Working Futures: regional report 2003-2004 by Cambridge Econometric for Institute for Employment Research, University of Warwick, 2004*

**Table 3 Pay differentials by gender and employment status for London and the UK in 2004**

	London (hourly rate £s)			
	Female		Male	
	Full-time	Part-time	Full-time	Part-time
Mean	14.76	10.51	19.45	9.98
10th percentile	6.78	4.85	7.39	4.68
50th percentile	12.95	7.68	15.20	6.61
90th percentile	25.00	19.62	36.66	15.54
90/10	3.70	4.00	5.0	3.30

	UK (hourly rate £s)			
	Female		Male	
	Full-time	Part-time	Full-time	Part-time
Mean	11.21	8.19	13.73	9.36
10th percentile	5.50	4.66	6.08	4.50
50th percentile	9.52	6.32	11.10	6.05
90th percentile	19.13	14.18	24.08	19.26
90/10	3.50	3.00	4.00	4.3

Source *Annual Survey of Hours and Earnings 2004, Office for National Statistics*

Working part-time can enable women to balance work with other commitments. But doing so even for a short time may have a detrimental effect on their subsequent careers and earnings. There is evidence on a UK-wide basis that if women move from full-time to part-time work they are likely to make a downward occupational move.

### The part-time pay penalty

Analysis of transitions between full-time and part-time employment shows that women who move from full-time to part-time work are much more likely to change employer and/or occupation than those who maintain their hours status.

Furthermore, when women make this transition, they tend to make a downward occupational move – evidence that many women working part-time are not making full use of their skills and experience. Women who move from full-time to part-time work with a change of employer suffer an occupational pay penalty of 8.9 per cent. For those who have worked full-time in the past 12 months but who return to work part-time there is an occupational pay penalty of 7.8 per cent. For graduates, the pay penalty is large: of the order of 17 per cent for those entering part-time employment from a period of non-employment. This suggests a more acute problem with under-utilisation of skills among high-skilled women. This down-skilling imposes a loss on both London's economy and the individuals involved.

Many women participate in the labour market on a part-time basis, and this is an increasingly common form of employment. Table 3 shows that there is a large difference in pay between full-time and part-time workers. This appears to be driven by increases in wages for full-time workers based in London not enjoyed by part-time workers. It is also related to occupational segregation, as there are few part-time jobs available for better paid more senior jobs.

Overall, women in London experience a significant part-time pay gap: the mean full-time female wage is £14.76 per hour, compared with £10.51 for part-time women, a pay gap of 29 per cent.

Furthermore, this part-time pay gap for women is wider in London than in the rest of the country. On average, working part-time, regardless of gender, means that hourly wages are lower. However, as more women than men work part-time in London, the pay gap affects many more women than men.

### Most common part-time jobs

The most common part-time job for employees in London is in the wholesale and retail sector working in sales and customer service. Typical jobs in this category include telephone sales, checkout operators and sales assistants. The median<sup>2</sup> hourly wage for jobs in this group is £5.20 for females (see Table 5).

### The impact of dependent children

More women in London work full-time than part-time. This reflects London women's different age structure – which is younger than the rest of the UK, the fact that women in London are more highly qualified than women elsewhere in the UK, and the fact that there is a lower proportion of part-time jobs in London overall. Younger women are also less likely to have dependent children, which is a key determinant for working part-time.

London women without dependent children are more likely to work full-time than women elsewhere in the UK (63 per cent compared with 55 per cent), and correspondingly less likely to work part-time (15 per cent compared with 21 per cent). For those with dependent children, a similar percentage works full-time (26-27 per cent). But the key difference between London and the rest of the UK is that there is a marked difference between the percentage of women with dependent children working part-time in London (27 per cent) and elsewhere (41 per cent).

Recent research shows that having children is the key driver of women being out of paid work in London. Both the age of the youngest child and the number of children a woman has are determining factors. Moreover, this effect persists for women with teenage children as well as those with young children: a woman with three teenage children is more likely to be out of paid work than a woman with one child aged 5-9.

### Conclusions

The fact that London's growth pattern will mean seven out of ten new jobs being filled by women over the next decade presents a challenge and an opportunity: to tackle barriers to the equal representation of women in sectors and grades, to simultaneously ensure employers have the full range of skills and experience available, and to allow for greater equality in the career paths, incomes and lifetime outcomes of women.

2 the median wage is that earned by the employee in the middle of the distribution: half earn the same or more, and half earn the same or less



**Table 4 London's occupations and pay by gender 2004**

	Workers '000s		£ per hour at the median			
	Males	Females	Males	Females	Gender pay ratio at the median (A)	Proportion of women working in the occupation
Managers & senior officials	443	205	22.75	17.29	76.0	31.6%
Professional occupations	263	196	20.58	18.60	90.4	42.7%
Occupations	322	250	15.98	13.93	87.2	43.7%
Administrative & secretarial occupations	114	347	11.11	10.42	93.8	75.3%
Skilled trade occupations	134	18	11.10	6.97	62.8	11.8%
Personal service occupations	46	140	9.79	8.07	82.4	75.3%
Sales & customer service occupations	84	139	6.10	5.67	93.0	62.3%
Process, plant & machine operatives	101	9	9.27	6.72	72.5	8.2%
Elementary occupations	165	106	7.09	5.88	82.9	39.1%
<b>Total number of workers</b>	<b>1,672</b>	<b>1,410</b>				
<b>Median wage</b>			<b>14.46</b>	<b>11.47</b>	<b>79.3</b>	

Notes (A) measures the pay ratio as the female hourly pay divided by male hourly pay  
Reasonably priced CV > 5% and <= 10%. Acceptable CV >10% and <= 20%

Source Annual Survey of Hours and Earnings 2004 including full-time students

**Table 5 Most common part-time jobs in London**

	Standard industrial code	Standard occupational code	Employee	Median hourly wage (£)
Female	Wholesale & retail trade	Sales & customer service	77,689	5.20
	Real estate, renting & business administration	Administrative & secretarial	23,456	8.25
	Health & social work	Personal service	23,378	6.10
	Health & social work	Associate professional & technical	23,005	13.00
	Education	Professional	22,991	14.33
	Education	Personal service	20,082	6.35
	Health & social work	Administrative & secretarial	15,320	7.12
	Education	Elementary	15,302	5.76
	Public administration	Administrative & secretarial	10,833	10.00
Male	Wholesale & retail trade	Sales & customer service	29,348	5.07
	Hotels & restaurants	Elementary	14,304	4.50
	Wholesale & retail trade	Elementary	12,812	4.56

Source Labour Force Survey 2003

## 2: Qualitative research

The average gender pay gap is 24% in London compared to a UK level of 18%

Qualitative research conducted by the Institute for Employment Studies for the Greater London Authority aimed to examine influences on women's employment choices, perceptions and experiences; attitudes to training and employment of women in growth sectors (financial services; legal services; ICT; creative and media; and administration); work and employment practices that form barriers to equality in these sectors; and other specific policies and practice, including best practice.

### **Influences on career choice**

Many influences are specific to females but others (such as bad careers advice) are applicable to both females and males. However, the negative impacts are often disproportionately larger for females than for males, since, for instance, female low paid jobs are often even lower paid than male low paid jobs.

### *Occupational segregation*

The tendency for women to be concentrated in different jobs remains a factor influencing job choice. Technological areas remain strongly segregated, discouraging women from considering them as areas of study and employment. However, in some areas such as law, the balance is beginning to tip in favour of women.

Some employers now modify their recruitment materials to try to attract more women. But employers, tutors, lecturers, local LSCs, trade unions, the CBI and the TUC all believe that much more needs to be done earlier on to prevent young people developing gender stereotyped views about occupations.

### *Subject and qualification choice*

The low numbers of females in some subject areas is a major obstacle to employers' efforts to recruit more women. Employers want schools to do more to promote subjects that feed into these areas, and to alert young women to the fact that subject choices made early on could restrict opportunities later in life. The paucity of enthusiastic and qualified schoolteachers in areas like science and maths discourages many young people from studying some of these subjects. Although this affects both young women and young men, over the longer-term, the outcomes for women may be more severe than for men.

### *Parental and other influences*

Parents exert a strong influence on their children's career choices, but the nature of the

advice depends on parents' own employment experiences, knowledge and views of what is an appropriate career for a woman. Another powerful influence on young people's decisions is television programmes, but this only benefits occupations that are temporarily in the spotlight.

### *Careers advice*

The fact that young people receive variable amounts of careers information through their family, school or the media means that good quality careers advice is extremely important. However, most stakeholders and young women identify severe shortcomings in current careers advice. Advisers appear to do little to encourage young women to consider careers in atypical sectors.

### *Work experience*

Only a minority of young women say that their work experience placements have been useful as learning experiences or sources of information about jobs. The majority of work placements are unplanned, unrelated to the young women's areas of interest, and present few learning opportunities. Some young women seeking placements in the growth sectors are told that there were no placements available.

### *Motivation for choosing careers in these sectors*

London's growth sectors offer a range of well-paying jobs. Encouraging young women to enter these sectors may contribute towards reducing the gender pay gap in London. However, the research suggests that there are other motivators for women, in addition to pay, that need to be understood. Interest, autonomy, working in a team, and important, high profile work, are all cited as motivating factors. To recruit more young women into their sector, employers need to ensure that aspects of the jobs seen as attractive by potential applicants are highlighted in their recruitment literature.

### **Flexible working**

Flexible working can play an important part in helping people accommodate work and family life. In interviews, women identify flexible working as a key issue for them in the workplace.

### *Availability of types of flexible working*

Women value employers who understand their need to vary their hours or place of work at short notice to deal with family commitments or emergencies.

The IT and finance sectors are the most likely to have formal flexible working policies. Companies who have such policies often believe they increase staff loyalty and improve retention rates. In some organisations, however, flexible working is informal and dependent on individual negotiations. Approval of requests to work flexible hours is often inconsistent and can depend on a line manager's attitude. Some employers believe flexibility is inappropriate for employees in client-facing roles, since clients expect their contact to be virtually continuously available. There is a need to evaluate untested assumptions held by some employers that flexible working would not be possible in certain jobs.

#### *Part-time working*

Women believe that part-time workers are not taken seriously by managers for promotion. Lack of access to part-time posts at senior levels is perceived as a significant barrier to career progression for many women. Women who progress to management level part-time positions may have to 'prove themselves' by, for example, working extra hours.

#### *Impact of the long hours culture*

In finance, legal services, the creative industries and ICT, the 'long hours culture' (an expectation that employees will work more than the contracted hours) has become widespread. Such expectations can make it difficult for women to work in these areas, particularly if they have caring responsibilities.

#### *Impact of long hours on progression*

Women feel they cannot challenge the long hours culture and that inability to work long hours is unacceptable in more senior positions. This channels women into areas characterised by regular working hours and restricts their career options.

#### **Caring responsibilities**

Even if they have a full-time job, women are still expected to shoulder the majority of domestic responsibilities. A range of caring responsibilities – elder-care as well as childcare – affects their employment opportunities.

#### *Childcare*

Women employees and those in education and training cite lack of childcare in London as a barrier. Some full-time employees are reportedly spending half their income on childcare. Time spent commuting into London significantly adds

to the costs of childcare. Finding childcare that is flexible and available outside of 'core' 9am to 5pm provision is a particular problem.

#### **Progression barriers for those with caring responsibilities**

Women with children feel that some employers view them as less committed to their job than employees without caring responsibilities. If childcare provision is not adequate, caring responsibilities can restrict these women's working flexibility and their ability to move into roles requiring mobility. Short-term contracts and freelance work arrangements present particular problems for females with dependants.

#### *Balancing work and family demands*

Because of the difficulties in balancing work and family, in some of these sectors women tend to leave once they have children. Returning to work after a career break can be difficult in areas of rapid technological development. Although the women interviewed had successfully returned to work, they frequently mentioned decisions taken by other women to leave the labour market or find alternative employment.

#### *Finding alternative work*

While many women who leave these sectors do find employment in other areas, often this is in lower status jobs. However, while some women feel that freelance work is difficult for those with families, a few choose this lifestyle as a way of fitting work around home commitments.

#### *Support networks*

Family support networks are critical in enabling women to meet the demands of full-time jobs that demand flexibility and travel outside work hours. Some say they plan to leave London once they have children to be close to family networks.

#### **Good practice initiatives**

Many employers in the growth sectors understand the business case for recruiting and retaining women. A number of organisations have introduced initiatives to address the barriers that women face in entering and progressing in work. These include formal flexible working policies for all staff (IBM); tailored training programmes for women to address career progression barriers (Citigroup); higher education initiatives to encourage women into atypical subjects (University College London); and an initiative to support women with parental responsibilities in the creative industries (Skillset).

## 3: Policy and legislation

### The opportunity for change

The relative position of women in London is worse than in the UK as a whole: this demands appropriate action. Women in London face more inequality than in the rest of the UK. The gender pay gap is wider, with men over-represented in high paid jobs; the penalty for working part-time is greater and women's participation in the labour market is lower. The underlying causes of these findings need to be challenged not only in the interests of equality, but for London's economy as a whole, so that employers have access to the widest possible range of talents available for anticipated job and skill opportunities.

Five sectors will provide the bulk of new jobs for women. In these areas in particular it is critical that women are enabled to have the education, training and skills to allow them to access the best jobs. Employers in these sectors have a particular incentive to ensure their companies are able to recruit and retain women employees.

The stark differences between the London and overall UK picture for women, combined with the importance of London to the UK economy, show that necessary solutions include a macro-economic policy which invests more in London, ensuring educational policy adequately equips women for the opportunities that exist, a continued improvement in addressing real barriers particular women face, such as the supply and cost of childcare and the opportunity for flexible work, and a modernised legislative framework based on positive duties to equality.

National developments present an opportunity to improve the legislative and institutional framework to increase women's equality in employment, provided current weaknesses in the proposals can be addressed.

Meeting the challenge requires real measures, ranging from expanding young women's educational and training choices through to legislative renewal to create meaningful and positive duties to provide equality in all employment sectors.

### Commission for Equality and Human Rights

The Commission for Equality and Human Rights needs to have a statutory requirement to

represent and include those with personal or direct experience of inequality and discrimination, consistent with its provision in relation to disabled people. This could be addressed by a specific committee and appropriate women's representation to cover gender issues. It also requires sufficient resources, no regression in powers compared to existing Commissions, a national location in London appropriate to its critical equality functions; and it needs to be under-pinned by consistent, robust legislation, providing a framework of positive duties to promote equality.

### Public Sector Duty

There is a strong case that the proposed public sector duty to promote gender equality should:

- include provision for public organisations to take action to close any gender pay gap, not simply to have a pay policy
- allow public authorities to require private sector contractors to demonstrate they are also taking action to close the gender pay gap
- be fully and effectively extended to educational institutions, particularly as educational experiences and subject choices have such a crucial impact on career choice.

### Discrimination Law Review

The Discrimination Law Review must:

- provide rights to equality and equal pay for women wherever they work, by developing a private sector duty to complement the new public sector duty on gender
- tackle entrenched inequality and the legacy of failure by existing law by considering specific measures such as the right to class actions and affirmative action
- strengthen rights to flexible working and the rights of workers wishing to shift from full-time to part-time without suffering a pay or career penalty
- base a Single Equality Act on a framework of positive duties to equality, applicable across all sectors and institutions, building on the best experience of recent legislation and addressing the limitations of the Equal Pay and Sex Discrimination Acts
- contribute towards the development of a strategic approach to occupational segregation and its impact on pay, career and lifetime inequality

### Education

Educational opportunities and careers advice must provide the widest career choices. Social policy must be coordinated with legislation providing rights for employees and duties on employers, for example through further improvements in the provision of flexible, affordable, quality childcare and meeting other forms of care needs. The latter is a challenge for government; but if coordinated with flexible working policies, it could provide meaningful options to workers with caring responsibilities.

### Procurement

Procurement powers should be fully used to promote equality through the considerable

spending power of the public sector. The government could give a firm and clear lead to the whole public sector by the unequivocal inclusion of powers in the duty to promote equality.

### Conclusion

If such steps are taken, the recent increase in attention to the position of women in work and society and the opportunity of the Equalities Review and the Discrimination Law Review can lead to meaningful change. Inaction is not an option if women are to be fully represented across all sectors and levels of employment and business, and if London's economy is to continue to prosper as a world-class city.

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### Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

### Turkish

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### Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

### Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

### Bengali

আপনি যদি আপনার ভাষায় এই পলিটের প্রতিলিপি (কপি) চান, তা হলে नीचेर फोन नम्बर वा ठिकनाय अनुग्रह करे योगायोग करन।

### Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

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