



## **What about women in London?**

### **A briefing paper by the Fawcett Society in advance of the London Mayoral Elections in May 2012**

#### **About the Fawcett Society**

The Fawcett Society is the UK's leading campaign for equality between women and men. We trace our roots back to 1866, when Millicent Garrett Fawcett began her lifetime's work leading the peaceful campaign for women's votes.

Our vision is of a society where women and our rights and freedoms are equally valued and respected and where we have equal power and influence in shaping our own lives and our wider world.

If you have enquiries about this briefing paper, please call the Fawcett Society offices on 020 7253 2598. For more information on the Fawcett Society and our work visit [www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)

The Fawcett Society is a registered charity – number 1108769.

#### **About this briefing paper**

This briefing paper maps the state of women's equality in London across a range of indicators: economic equality, access to services, experience of violence; choices around family and work life and; women's representation in London.

We hope this briefing will inform debate on progressing women's equality and above all achieve results for women in London. With this briefing, the Fawcett Society aims to highlight that we are set to see regression for women's equality across a range of indicators London-wide and to illustrate the importance of considering women as a core part of all the debates around the London Mayoral elections. The Fawcett Society recommends that the Mayor and the GLA pledge to meet their legal duties. We want public commitments that they will assess the impact of all their policies and spending decisions (in setting their annual

budget for 2013/14) on women and men. By doing so, they will ensure they do not discriminate against women and/or entrench existing inequalities, and where possible they seek to advance equality between women and men.

This paper has been produced by Preethi Sundaram for the Fawcett Society. We would also like to thank Policy and Campaigns Intern Geraldine Evans who provided support and assistance in preparing this paper.

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# 1. Introduction: What about women in the UK?

Currently, a range of power imbalances exist between men and women across the UK, including: women's relative economic inequality; the gulf in the levels of representation of men and women in politics and positions of power throughout public life; disproportionate levels of sexual and domestic violence perpetrated against women; discrimination against women in the workplace; and inadequate access to justice for women in times of need.

This can be demonstrated across a range of indicators:

- Women experience a full-time pay gap of 14.9%;<sup>1</sup>
- 64% of low paid workers are women;<sup>2</sup>
- 40% of ethnic minority women live in poverty;<sup>3</sup>
- Over 3 million women and girls across the UK experience rape, domestic violence, stalking, or other violence each year;<sup>4</sup>
- 90% of lone parents – a group more likely to live below the poverty line - are women;<sup>5</sup>
- The costs of childcare in the UK are amongst the highest in the world, heavily limiting women's choices to take up paid work and;<sup>6</sup>
- There are only 5 women out of 23 Cabinet members and men outnumber women 4 to 1 in Parliament.

The inequality that women experience is set against the backdrop of a stagnating economy. Many recent changes to the role of the state, explicitly enacted with the aim of cutting public spending in order to address the country's deficit, implicate women in particular and distinct ways. The Fawcett Society is extremely concerned about the impact of austerity on women's equality in the UK. Our analysis - and the conclusions of independent research bodies and academics - has highlighted that the cumulative effect of fiscal measures taken to reduce net public spending will have a disproportionate effect on women, making many

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<sup>1</sup> Office for National Statistics (ONS), *Annual survey of hours and earnings*, November 2011:

<http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings/ashe-results-2011/ashe-statistical-bulletin-2011.html>. Statistics based on men's mean hourly earnings excluding overtime compared with women's mean hourly earnings excluding overtime.

<sup>2</sup> K. Lawton & G. Cooke, Institute for Public Policy Research (IPPR), *Working out of poverty: A study of the low paid and the working poor*, January 2008:

[http://www.ippr.org/images/media/files/publication/2011/05/working\\_out\\_of\\_poverty\\_1616.pdf](http://www.ippr.org/images/media/files/publication/2011/05/working_out_of_poverty_1616.pdf)

<sup>3</sup> The Fawcett Society, *Poverty pathways: Ethnic minority women's livelihoods*, June 2009:

<http://www.fawcettsociety.org.uk/index.asp?PageID=968>

<sup>4</sup> Coy et al, End Violence Against Women & Equality and Human Rights Commission (EHRC), *Map of Gaps 2: The Postcode Lottery of Violence Against Women support services in Britain*, January 2009:

[http://www.endviolenceagainstwomen.org.uk/data/files/map\\_of\\_gaps2.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/map_of_gaps2.pdf).

<sup>5</sup> One Parent Families Scotland, *One Parent Families London*, 2009: [http://www.opfs.org.uk/files/one-parent-families\\_a-profile\\_2009.pdf](http://www.opfs.org.uk/files/one-parent-families_a-profile_2009.pdf)

<sup>6</sup> Daycare Trust, *Childcare costs survey: 2012, February 2012*, p. 7-8:

<http://www.daycaretrust.org.uk/pages/childcare-costs-survey-2012.html>

women poorer and less financially autonomous.<sup>7</sup> The knock-on effects of this will be to turn back time on a range of indicators of women's rights and equality.

The Fawcett Society has highlighted that women face a triple jeopardy: women are being hit in three key ways as a result of the deficit-reduction measures:

- Women are being hit hardest by cuts to public sector jobs, wages and pensions;
- Women are being hit hardest as the services and benefits they use more are cut and;
- Women will be left 'filling the gaps' as state services are withdrawn.

In the run up to the London Mayoral elections, the Fawcett Society is asking the leading Mayoral candidates, '*What about women?*' We will be seeking to understand how the leading Mayoral candidates plan to deliver for women in London through their vision, policies and budget.

The London Mayoral Elections on May 3<sup>rd</sup> 2012 will be a litmus test ahead of the 2015 General Election of how seriously parties and candidates consider how their policies and budgets affect women. The Mayor has considerable power to advance gender equality within his/her remit and powers, to improve the lives of women in London and to set his/her vision for London to be the leading example of the most gender equal city in the UK, and indeed the world.

## 1.1 What about women in London?

There are nearly four million women living in London.<sup>8</sup> The Fawcett Society's analysis reveals that women in London routinely experience inequality based on their sex, such as discrimination in the workplace, disproportionate experiences of violence, and/or constrained and gendered choices about their work and family life balance.

With the picture nationally looking bleak, the Fawcett Society is particularly concerned that women's equality in London is at a heightened risk. London's gender pay gap is higher than elsewhere in the UK. Forty percent of BAME women live in poverty in the UK,<sup>9</sup> and BAME women comprise approximately one third of London's female population.<sup>10</sup> Lone mothers,

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<sup>7</sup> The Fawcett Society, *The Impact of Austerity on Women's Equality*, March 2012.

<sup>8</sup> London.gov.uk, Office for National Statistics, *Population Estimates, Borough: Mid-Year Population by Single Year of Age, June 2010*: <http://data.london.gov.uk/datastore/package/office-national-statistics-ons-population-estimates-borough>. Estimated Resident Population Mid-Year by single year of age June 2011: There are an estimated 3,930,692 women in London.

<sup>9</sup> The Fawcett Society, *Poverty Pathways: Ethnic minority women's livelihoods*, June 2009: <http://www.fawcettsociety.org.uk/index.asp?PageID=968>

<sup>10</sup> Government Equalities Office, *Black, Asian & Minority Ethnic (BAME) Women in Political & Public Life in the United Kingdom*, February 2009: (<http://sta.geo.useconnect.co.uk/PDF/8134-TSO-BAME-FACTSHEET.pdf>). Data from the 2001 Census showed there were 1,161,200 BAME women in London. Data from the 2001 Census cited in *Local Authority Profiles & Population Pyramids*, February 2003 by the ONS also showed that there were 3,703,298 women in London.

full-time women carers and retired women face particular hardship, worsened by pressure on London's social housing supply and services. The high proportion of public sector workers, particularly in north and east London, means job losses are leading to high female unemployment in the capital.

The Fawcett Society is concerned that we are set to see regression across a range of equality indicators London-wide, as cuts push more women and families into poverty and create barriers to women earning an independent living. Female unemployment is rising, the pay gap is likely to widen and women's financial and material dependence will increase. Urgent action to challenge gendered economic policy is needed if we are to tackle gender inequality in London.

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(<http://www.ons.gov.uk/ons/search/index.html?newquery=Census+2001+Local+Authority+Profiles>). Therefore BAME women constituted 31.3% of London's female population (number of BAME women in London/ total female population) x 100. The BAME population in London is rising. A recent report by the GLA published in March 2011 titled '2010 Round Ethnic Group Population Projections Using the 2009 SHLAA' ([http://www.london.gov.uk/sites/default/files/dmag/Update%2004-\(2011%20R2010%20Ethnic%20Group%20Population%20Projections%20using%20the%20SHLAA.pdf](http://www.london.gov.uk/sites/default/files/dmag/Update%2004-(2011%20R2010%20Ethnic%20Group%20Population%20Projections%20using%20the%20SHLAA.pdf)) showed that in 2001, 28.9% of London's population were from BAME groups and by 2011, this figure had risen to 34.3%. This figure is expected to continue rising. Calculations: (BAME Population in London/ Total population of London) x100.

<sup>10</sup> ONS, *Regional Labour Market, Headline Indicators for London*, March 2012: <http://www.ons.gov.uk/ons/publications/reference-tables.html?edition=tcn%3A77-226955>

## 2. What power does the Mayor of London have on women's lives?

The Mayor of London is the most powerful directly elected politician in the UK. It is therefore integral that the incoming Mayor acts within his/her capacity to advance equality of opportunity between men and women in London.

The Mayor has specific powers and duties and a general responsibility to promote economic, social and environmental improvement in London. The Mayor has a duty to set out plans and policies for London covering transport, planning and development, housing, economic development and regeneration, culture and health inequalities. The Mayor manages a gross budget of £14.6 billion,<sup>11</sup> develops strategies to improve the city, runs vital services such as the transport system and promotes London abroad. In using his/her powers, the Mayor must always promote equality of opportunity.<sup>12</sup>

In order to comply with their legal duties, the Mayor and the GLA must analyse the impact of current and proposed policies and practices on women and men in the capital (as well as members of other groups, including Black, Asian and minority ethnic people, disabled people and older people). If the Mayor/GLA finds that a policy might directly discriminate against women, and/or widen existing inequalities between women and men, they should consider taking mitigating action to remove or alleviate the harm. In this way, the principles of preventing discrimination and furthering equality between women and men will be embedded in everything the Mayor and the GLA do.

The Fawcett Society recommends that the Mayor and the GLA pledge to meet their legal duties. We want public commitments that they will assess the impact of all their policies and spending decisions (in setting their annual budget for 2013/14) on women and men. By doing so, they will ensure they do not discriminate against women and/or entrench existing inequalities, and where possible they seek to advance equality between women and men.

It is best practice for equality analysis to be made transparent and publicly available, through publication on the GLA website. This enables the public to understand the processes taken to arrive at final policy decisions and to hold the GLA to account over the robustness of such analysis.

There are many ways in which the Mayor of London could promote gender equality in the capital and showcase his/her commitment to advancing women's rights. For example, the Mayor is responsible for setting a city-wide vision for improvement in London; this vision could include tackling gender inequality as one its core targets and should be supported

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<sup>11</sup> London.gov.uk, *The Mayor's Budget*, February 2012: [http://www.london.gov.uk/who-runs-london/the-london-assembly/assembly\\_investigation/mayor%E2%80%99s-budget](http://www.london.gov.uk/who-runs-london/the-london-assembly/assembly_investigation/mayor%E2%80%99s-budget)

<sup>12</sup> Legislation.gov.uk, *Greater London Authority Act 1999, Part II General Functions and Procedure*: <http://www.legislation.gov.uk/ukpga/1999/29/part/II>

through mainstreaming gender equality in all his/her different areas of work. The Mayor could also invest in resources and services that women in London can access and benefit from or through his/her cultural strategy could tackle entrenched gender stereotypes that inform attitudes and representations of women in the media.

The incoming Mayor's commitment will therefore be judged by the action they take to promote equality between men and women in every aspect of their work, from their vision for London to their allocation of budgets for services such as policing. Ultimately though, the biggest test of the incoming Mayor's commitment to gender equality will be in how his/her forthcoming budget for 2013-14 delivers for women.



### 3. The economy

Women play a vital role in our economy. Economic decisions, in particular on public spending, have a major impact on women's incomes and wider lives. Women in the UK earn less, own less and are more likely to live in poverty than men. For women in London, things are worse: from the huge gender pay gap in the City of London to the highest childcare costs in the country; from the record numbers of women out of work to the hundreds of thousands of low paid women facing reductions in their incomes due to benefit cuts. Both overall economic inequality and women's economic inequality are high in London.

#### 3.1 The gender pay gap in London

The gender pay gap in London is substantially higher than the national average. In 2011, the mean full time gender pay gap in London was 22.8% (compared with a national average of 14.9%) and the part time gender pay gap in London is 12.2% (compared with a national average of 9.1%).<sup>13</sup> The pay gap is especially stubborn in London; over the period 1997 to 2011 the smallest fall in the gender pay difference nationally was in the capital.<sup>14</sup>

The private sector has, in general, been far less progressive than the public sector in adapting to women's maternity and care needs through the provision of good quality flexible and part-time work opportunities, contractual maternity schemes and other measures. The disparity is demonstrated by the comparable (full time) pay gap figures which stand at 13.2% in public sector, versus 20.4% in private sector.<sup>15</sup> In the City of London, women can expect to be paid 36% less than male colleagues.<sup>16</sup> Occupational segregation in the City is also notable with far fewer women working in the financial sector in London than men: 38% versus 62%.<sup>17</sup>

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<sup>13</sup> ASHE 2011 (provisional, based on SOC 2000) Table 3 - Region by Occupation (2 digit SOC 2000), Table 3.6a, These figures have been calculated by Fawcett using the *mean average*, using the following formula: [male full-time hourly pay – excluding overtime (mean)] – [female full-time hourly pay – excluding overtime] / [male full-time hourly pay – excluding overtime] x [100].

<sup>14</sup> ONS, *Patterns of Pay: Results of the Annual Survey of Hours and Earnings 1997 to 2011, February 2011*: [http://www.ons.gov.uk/ons/dcp171766\\_252474.pdf](http://www.ons.gov.uk/ons/dcp171766_252474.pdf)

<sup>15</sup> Ibid. These figures have been calculated by Fawcett using the *mean average*, using the following formula: [male full-time hourly pay – excluding overtime (mean)] – [female full-time hourly pay – excluding overtime] / [male full-time hourly pay – excluding overtime] x [100].

<sup>16</sup> ONS, *2009 Annual Survey of Hours and Earnings: Table 5.6a Government Office Region by Industry from the Office for National Statistics*.

<sup>17</sup> EHRC *Financial Services Enquiry Report*, September 2009:

[http://www.equalityhumanrights.com/uploaded\\_files/financial\\_services\\_inquiry\\_report.pdf](http://www.equalityhumanrights.com/uploaded_files/financial_services_inquiry_report.pdf)

## 3.2 Women's poverty in London

London has the highest level of child poverty in the country at 18%.<sup>18</sup> There are approximately 600,000 children living in poverty in London, and approximately 351,000 families with children living in poverty in London after housing costs.<sup>19</sup> Tower Hamlets, which has the highest level of child poverty in the UK (57%), is cutting children's social care by the highest rate in the country and is reducing spending on under-19s by almost 45%.<sup>20</sup>

There is evidence that mothers in low-income households act as the 'shock-absorbers' of poverty and frequently go without food, clothing and warmth in order to protect their children (and partners) from the full impact of an inadequate income.<sup>21</sup> In February 2012, a Netmums survey found that almost two thirds of families have less money coming in than in February 2011, with 61 per cent short of money every week. As a result, one in five mothers were missing meals so that their children could eat.<sup>22</sup>

Housing costs and the cost of living are substantially higher in London than the national average. After allowing for housing costs, the measure of income inequality is 8.0 in London, compared to 5.3 nationally.<sup>23</sup> The average weekly household expenditure between 2007-2009 was £552.30 per week in London compared with £467.50 per week for the rest of England.<sup>24</sup> London also has the highest proportion of socially rented housing in England. The proportion of people living in relative poverty is also the highest in the UK.<sup>25</sup> In 2010, 24% of homes in London were rented from local authorities and social landlords, compared with the UK average of 18%.<sup>26</sup> In the three-year period 2007/08 to 2009/10, 28% of people (2.1 million) were in households in London with incomes below the poverty threshold.<sup>27</sup> Struggling families in London on the brink of poverty could face further problems when hit

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<sup>18</sup> Save the Children, *Child Poverty Nationally and Locally*, February 2011:

[http://www.savethechildren.org.uk/assets/images/Severe\\_Child\\_Poverty\\_Nationally\\_And\\_Locally\\_February2011.pdf](http://www.savethechildren.org.uk/assets/images/Severe_Child_Poverty_Nationally_And_Locally_February2011.pdf),

<sup>19</sup> Tom MacInnes, Anushree Parekh and Peter Kenway, Trust for London, *London's Poverty Profile*, 2011:

<http://www.londonpovertyprofile.org.uk/downloads/povertyreport2011-web.pdf>

<sup>20</sup> End Child Poverty, *Child Poverty Map of the UK*, March 2011: <http://endchildpoverty.org.uk/files/child-poverty-map-of-the-uk-part-one.pdf>

<sup>21</sup> Women's Budget Group, *Women's and children's poverty: making the links*, March 2005:

<http://www.wbg.org.uk/documents/WBGWomensandchildrenspoverty.pdf>

<sup>22</sup> Netmums, *Families in crisis*, February 2012: <http://www.netmums.com/home/netmums-campaigns/families-in-crisis>

<sup>23</sup> Trust for London, *Closing the Gap, Inequality in London LVSC 201, 2010*:

[http://www.lvsc.org.uk/media/24618/lvsc\\_closing\\_the\\_gap\\_final.pdf](http://www.lvsc.org.uk/media/24618/lvsc_closing_the_gap_final.pdf)

<sup>24</sup> ONS, *Regional Family Spending in England*, 2011:

<http://neighbourhood.statistics.gov.uk/dissemination/Info.do;jessionid=nYR3PpRXGF62vbScJTY2kGyVh7yJQf3VQjPRJVDf2vGmnM3dC4Mx!1519500766!1331564823830?m=0&s=1331564823830&enc=1&page=analysisandguidance/analysisarticles/regional-family-spending-in-england.htm&nsjs=true&nsck=true&nssvg=false&nswid=1020>

<sup>25</sup> ONS *Regional Profile London Summary*, 2012: <http://www.ons.gov.uk/ons/rel/regional-trends/region-and-country-profiles/social-indicators/social-indicators---london.html>

<sup>26</sup> Ibid

<sup>27</sup> Ibid

by the cumulative effect of cuts to jobs, benefits and services and rises in costs of living, housing and childcare.<sup>28</sup>

The 2010 budget and the Comprehensive Spending Review (CSR) introduced a considerable number of restrictions and reductions in entitlements housing benefit. Measures include:

- Setting Local Housing Allowance (LHA) at the 30th percentile of local rents;
- Linking the LHA to the CPI index, so reducing the value of LHA over time. Shelter has shown that 10 years from the introduction of this measure, housing in 34% of local authorities will be very unaffordable, and 17 years from its introduction, housing in 60% of local authorities will be very unaffordable;<sup>29</sup>
- Capping LHA in accordance with property size: from £250 per week for a one bedroom property to £400 per week for four bedrooms or more and;
- The Welfare Reform Bill will also cap total out-of-work benefits paid to a household at £26,000 per year. The cap will be implemented by restricting the level of housing benefit paid to households. The DWP estimates that about 50,000 households will be affected by the benefit cap, losing an average of £93 a week, with 15% of those affected losing more than £150 a week.<sup>30</sup>

These moves to reduce and restrict LHA payments will have the effect of pricing those on low incomes out of their locality - particularly in areas of London with high housing costs and high rates of unemployment.<sup>31</sup> These measures will have a particularly damaging impact on women in London as they constitute the majority of recipients of housing benefit: single women constitute approximately 50% of recipients of housing benefit, with couples composing around 25% and single males 25%.<sup>32</sup>

### 3.3 Women's un/employment in London

There are currently 180,000 unemployed women in London<sup>33</sup> and women's unemployment rate in London is 9.4%.<sup>34</sup> Black, Asian and Minority Ethnic (BAME) women may be affected

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<sup>28</sup> Ibid

<sup>29</sup> Shelter Policy Library, *The impact of Welfare Reform Bill measures on affordability for low income private renting families*, March 2011:

[http://england.shelter.org.uk/\\_\\_data/assets/pdf\\_file/0007/334726/Impact\\_of\\_Welfare\\_Reform\\_Bill\\_measures\\_on\\_affordability\\_for\\_low\\_income\\_private\\_renting\\_families.pdf](http://england.shelter.org.uk/__data/assets/pdf_file/0007/334726/Impact_of_Welfare_Reform_Bill_measures_on_affordability_for_low_income_private_renting_families.pdf)

<sup>30</sup> DWP, *Impact assessment for the household benefit cap*, January 2012: <http://www.dwp.gov.uk/docs/household-benefit-cap-wr2011-ia.pdf>

<sup>31</sup> Shelter Policy Library, *The Impact of Welfare Reform Bill measures on affordability for low income private renting families*, March 2011:

[http://england.shelter.org.uk/\\_\\_data/assets/pdf\\_file/0007/334726/Impact\\_of\\_Welfare\\_Reform\\_Bill\\_measures\\_on\\_affordability\\_for\\_low\\_income\\_private\\_renting\\_families.pdf](http://england.shelter.org.uk/__data/assets/pdf_file/0007/334726/Impact_of_Welfare_Reform_Bill_measures_on_affordability_for_low_income_private_renting_families.pdf)

<sup>32</sup> DWP, *Equality impact assessment housing benefit*, July 2010: <http://www.dwp.gov.uk/docs/lha-and-carers-eia.pdf>

<sup>33</sup> ONS, *Regional Labour Market, Headline Indicators for London, March 2012*: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-226955>

<sup>34</sup> ONS, *Regional Labour Market. Headline Indicators for All Regions, March 2012*: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcm%3A77-226955>

particularly severely by job cuts in London. In February 2012, UNISON surveyed 17 out of 27 local authorities in London and found that BAME women are being disproportionately hit in 12 London councils: for example, in one council BAME women constituted 5% of the workforce but 23% of redundancies.<sup>35</sup> The number of unemployed women in London has risen by 2.1% from November 2009 to Jan 2012, a decrease of 23,000 women in employment.<sup>36</sup> This is likely to be because of the high percentage of women employed in the public sector, where hundreds of thousands of jobs have been cut to reduce public spending.<sup>37</sup> As of 2010, there were 782,000 public sector employees in London.<sup>38</sup> According to the TUC, in 2008, 629,939 women in London worked in the public sector, representing 31.4% of the female work force.<sup>39</sup> Although the two sets of figures cannot be directly compared, it would be fair to assume from them that women vastly outnumber men in public sector roles in the capital.

Evidence is also emerging on the impact of job losses on women in particular sectors. For example, recent data obtained by the GMB union reveals that women account for 76% of the drop in the number of employees in local councils in the South East and 60% in London.<sup>40</sup> 6,366 women employed by councils in London lost their jobs between 2010 and 2011, compared with 4,241 men. In Hammersmith and Fulham council, 100% of the cuts to staff were women.<sup>41</sup>

### 3.4 Access to benefits in London

Because women in London are more likely to live in poverty, they are also more likely to access welfare benefits. The huge cuts to welfare spending- already £18bn annually-<sup>42</sup> will therefore have an impact on women in London. 53,800 families in London are claiming the childcare element of Working Tax Credit.<sup>43</sup> In April 2011, the level of childcare costs that working families can expect to be covered by the childcare element of the WTC was cut by 10%. In the Autumn Financial Statement George Osborne announced that the childcare element of the WTC will be frozen in 2012-3, constituting a cut of £275m in the real value of the benefit.<sup>44</sup> For women in London, this

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<sup>35</sup> Unison website, *Government cuts hitting London's black and minority ethnic workers hard*, February 2012: [http://www.unison.org.uk/asppresspack/pressrelease\\_view.asp?id=2600](http://www.unison.org.uk/asppresspack/pressrelease_view.asp?id=2600).

<sup>36</sup> ONS, *Regional Labour Market, Headline Indicators for London*, March 2012: <http://www.ons.gov.uk/ons/publications/reference-tables.html?edition=tcm%3A77-226955>

<sup>37</sup> The Fawcett Society, *The Impact of Austerity on Women's Equality*, March 2012

<sup>38</sup> ONS *Regional Analysis of Public Sector Employment*, September 2010: <http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Public+Sector+Personnel>

<sup>39</sup> TUC, *Women Would Be Hit Hardest By Public Spending Cuts, Warns TUC*, March 2010: <http://www.tuc.org.uk/equality/tuc-17673-f0.cfm>

<sup>40</sup> GMB, *National quarterly public sector employment survey*, October 2011: <http://www.gmb.org.uk/pdf/National%20Quarterly%20Public%20Sector%20Employment%20Survey.pdf>.

<sup>41</sup> Ibid

<sup>42</sup> The Fawcett Society, *The Impact of Austerity on Women's Equality*, March 2012.

<sup>43</sup> Daycare Trust, *London Childcare Providers Survey 2012*: <http://www.daycaretrust.org.uk/pages/policy-and-research-from-the-project.html#facts>

<sup>44</sup> HM Treasury, *Autumn Statement 2011*, November 2011: [http://www.hm-treasury.gov.uk/as2011\\_index.htm](http://www.hm-treasury.gov.uk/as2011_index.htm)

change in the childcare element of the WTC could mean having no choice but to give up work, as the toxic combination of cuts to benefits and soaring childcare costs in the capital means that for some women, giving up work makes more financial sense than staying in work.

Research commissioned by the Fawcett Society and undertaken by the Institute for Fiscal Studies (IFS) shows that across the country, of all groups, lone parents face the biggest loss as a result of all the tax and benefit changes to be introduced by 2014–15 (as announced in the 2010 budget and CSR). The research reveals that lone parent households - accounting for 25% of all households in the UK,<sup>45</sup> of which 90% are headed by women<sup>46</sup> - stand to lose the equivalent of around 18.5% of their net income, the equivalent of *one month's income a year*.<sup>47</sup>

London has the most single parent families in the UK. In 2009, 31% of families were lone parent families with dependent children, more than any other region in the UK,<sup>48</sup> however, data from 2001 shows that in Lambeth 53% of children lived in single parent families and in Croydon 55%<sup>49</sup> of families were single parent families, well surpassing the national average. According to the ONS, in 2010, there were 160,808 lone parents with dependent children in Inner London, and 183,920 lone parents with dependent children in outer London,<sup>50</sup> and 90% of lone parents are women.<sup>51</sup> Accordingly, there are a substantial number of single mothers in London who will be faced with a considerable decrease in the amount of their net income as a result of recently enacted tax and benefit changes. Set against the context of the highest rate of female unemployment to date, soaring childcare costs and a depressed labour market, the prospects for many single mums in the capital is increasingly bleak.

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<sup>45</sup> One Parent Families Scotland, *One Parent Families London*, 2009: [http://www.opfs.org.uk/files/one-parent-families\\_a-profile\\_2009.pdf](http://www.opfs.org.uk/files/one-parent-families_a-profile_2009.pdf)

<sup>46</sup> Ibid

<sup>47</sup> The Fawcett Society, *Single mothers: singled out - the impact of 2010-15 tax and benefit changes on women and men*, 2011: <http://www.fawcettsociety.org.uk/documents/Single%20MothersSingled%20Out%20The%20impact%20of%202010-15%20tax%20and%20benefit%20changes%20on%20women%20and%20men.pdf>.

<sup>48</sup> ONS, *Children and Young People Around the UK*, 2009:

<http://www.ons.gov.uk/ons/taxonomy/search/index.html?content-type=publicationContentTypes&nscl=Families%2C+Children+and+Young+People&pubdateRangeType=allDates&geographic>

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[breakdown=Local+Authority+and+County&sortBy=pubdate&sortDirection=DESCENDING&newquery=\\*&pageSize=50&applyFilters=true&nscl-orig=Families%2C+Children+and+Young+People](http://www.ons.gov.uk/ons/taxonomy/search/index.html?content-type=publicationContentTypes&nscl=Families%2C+Children+and+Young+People&pubdateRangeType=allDates&geographic-breakdown=Local+Authority+and+County&sortBy=pubdate&sortDirection=DESCENDING&newquery=*&pageSize=50&applyFilters=true&nscl-orig=Families%2C+Children+and+Young+People)

<sup>49</sup> Office for National Statistics, *Neighborhood Statistics, 2001 Census Data*:

[http://neighbourhood.statistics.gov.uk/dissemination/hierarchySelection.do?step=3&datasetFamilyId=59&instanceSelection=030&hierarchyId=2&rightPaneBoxHeight=382&JSAllowed=true&browserHeight=559&browserWidth=1007&%24ph=60\\_61\\_62&CurrentPageId=62&Next.x=13&Next.y=5](http://neighbourhood.statistics.gov.uk/dissemination/hierarchySelection.do?step=3&datasetFamilyId=59&instanceSelection=030&hierarchyId=2&rightPaneBoxHeight=382&JSAllowed=true&browserHeight=559&browserWidth=1007&%24ph=60_61_62&CurrentPageId=62&Next.x=13&Next.y=5)

<sup>50</sup> ONS, *Labour Force Survey April- June 2010*.

<sup>51</sup> One Parent Families Scotland, *One Parent Families London*, 2009: [http://www.opfs.org.uk/files/one-parent-families\\_a-profile\\_2009.pdf](http://www.opfs.org.uk/files/one-parent-families_a-profile_2009.pdf)

## 4. Violence against women and girls in London

Over 3 million women and girls across the UK experience rape, domestic violence, stalking, or other violence each year.<sup>52</sup>

Violence against women in the capital is more prevalent than the national average and in some areas in London on the rise. VAW services are concurrently experiencing substantial cuts to their funding. This combination leaves London's most vulnerable women at a heightened risk of experiencing violence and exploitation. For example,

- London has high rates of violence against women – 3,000 rapes and 45,000 incidents of domestic violence were reported to the police last year, and 7,000 children were born to women who had undergone female genital mutilation;<sup>53</sup>
- Incidences of rape have increased in many London boroughs over the past year including Croydon, Kingston, Southwark, Greenwich, Islington and shockingly, Richmond has had a 79.2% increase (24-43 incidences);<sup>54</sup>
- There are 132 sexual offences for every 100,000 people in London (the highest than any other UK region);<sup>55</sup>
- 230 women, almost 9% of those seeking refuge, were turned away by Women's Aid on a typical day in 2011 due to a lack of space and 31% of funding to the domestic violence and sexual abuse sector from local authorities was cut between 2010/11 to 2011/12, a reduction from £7.8 million to £5.4 million and;<sup>56</sup>
- IMKAAN, who run services for women from Black, Asian and Minority Ethnic groups, report the closing of two of their six specialist refuges and cuts to local authority funding for two more.<sup>57</sup>

Responsibility for funding VAW services lies with local authorities and, in most cases, such funding is not protected or 'ring-fenced'. Current severe cuts to local authority budgets are being passed on to these services and are having a considerable impact on their financial stability. However, the Mayor can work with local authorities to encourage investment in VAW services. From putting VAW at the heart of the strategy and budget for the

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<sup>52</sup> Coy et al, End Violence Against Women & Equality and Human Rights Commission (EHRC), *Map of Gaps 2: The Postcode Lottery of Violence Against Women support services in Britain*, January 2009: [http://www.endviolenceagainstwomen.org.uk/data/files/map\\_of\\_gaps2.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/map_of_gaps2.pdf).

<sup>53</sup> End Violence Against Women (EVAW) 10 point plan for London Mayoral Elections May 2012: [http://www.endviolenceagainstwomen.org.uk/data/files/manifesto\\_2012\\_final.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/manifesto_2012_final.pdf)

<sup>54</sup> Met Police, *Latest Crime Map, Figures for London*: <http://www.met.police.uk/crimefigures/>

<sup>55</sup> ONS, *Regional profile social indicators (sheet 3) Indicators*, February 2012: <http://www.ons.gov.uk/ons/publications/reference-tables.html?edition=tcM%3A77-227575>

<sup>56</sup> Trust for London, *Measuring the Impact of Cuts in Public Expenditure on the Provision of Services to Prevent Violence against Girls and Women*, 2012: <http://www.trustforlondon.org.uk/VAWG%20Full%20report.pdf>

<sup>57</sup> Ibid

Metropolitan Police, to ensuring that women using public transport are free from sexual harassment, to adopting a preventative approach on women's safety in light of the forthcoming Olympics, the Mayor has powers to ensure that he/she tackles violence against women and girls in the capital.<sup>58</sup> For example, under the current Mayor of London, Boris Johnson, the Greater London Authority (GLA) has introduced the strategy '*The Way Forward*' to end all forms of violence against women and girls in London. Alongside this strategy, the current Mayor has invested funding in 3 new rape crisis services in London.

A wide range of voluntary sector organisations also provide for the specific needs of women in London. Such services often fill gaps in statutory provision, particularly in meeting the needs of marginalised women; for example, violence against women services, specialised support services for low-income and BME women and those that provide outreach to isolated and deprived women.

For the most vulnerable women in London, the withdrawal of state services and voluntary sector support might mean that they are unable to access to the support and services they need to escape violence, access justice or make basic ends meet. In a survey of 120 voluntary and community organizations in London by LVSC, 81% said that the demand for their services had increased in 2010-2011, however 77% expect public sector funding of their organisation to decrease in 2011-12, with those giving a figure expecting a median 31-40% cut.<sup>59</sup> The following London based services have faced substantial cuts and provide a snapshot of the extent to which voluntary sector organisations and service providers in London are facing cuts to funding:

- Southall Black Sisters Trust: funding cut by £25,448.13 in 2011/12;<sup>60</sup>
- Bromley Women's Aid: funding cut by £79,837 in 2011/12;<sup>61</sup>
- Harrow Woman's centre Support: funding cut: £4,006 in 2011/12;<sup>62</sup>
- Hillingdon Somali Women's Group: funding cut **entirely by** £19,500 in 2011/12;<sup>63</sup>
- Hillingdon Asian Women's Group: funding cut **entirely by** £7,900 in 2011/12;<sup>64</sup>

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<sup>58</sup> The End Violence Against Women (EVAW) coalition has developed a ten point plan to make London the safest city for women. The Fawcett Society endorses this plan and the work of EVAW:

[http://www.endviolenceagainstwomen.org.uk/data/files/manifesto\\_2012\\_final.pdf](http://www.endviolenceagainstwomen.org.uk/data/files/manifesto_2012_final.pdf)

<sup>59</sup> LVSC, *The Big Squeeze Report*, LVSC, 2011 Pg 4:

<http://www.lvsc.org.uk/media/52273/big%20squeeze%203%20final%20report.pdf>

<sup>60</sup> False Economy Area Breakdown Available at, *Southall Black Sisters*, 2011:

<http://falseeconomy.org.uk/cuts/item/southall-black-sisters-trust>

<sup>61</sup> False Economy, *Bromley Women's Aid*, 2011: <http://falseeconomy.org.uk/cuts/item/bromley-womens-aid>

<sup>62</sup> False Economy, *Harrow Woman's Centre*, 2011: <http://falseeconomy.org.uk/cuts/item/harrow-womens-centre>

<sup>63</sup> False Economy, *Hillingdon Somali Women's Group*, 2011: <http://falseeconomy.org.uk/cuts/item/hillingdon-somali-womens-group>

- Your Sanctuary, Kingston: funding cut by £26,170 in 2011/12;<sup>65</sup>
- Women and Girls Network: funding cut by £49,211.88 in 2011/12;<sup>66</sup>
- Women's Therapy Centre's Charity: funding cut: £59,714.38 in 2011/12 and;<sup>67</sup>
- 73% of BAME women's groups in London have experienced funding crises.<sup>68</sup>

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<sup>64</sup> False Economy, *Hillingdon Asian Women's Group*, 2011: <http://falseeconomy.org.uk/cuts/item/hillingdon-asian-womens-group>

<sup>65</sup> False Economy, *Your Sanctuary*, 2011: <http://falseeconomy.org.uk/cuts/item/your-sanctuary>

<sup>66</sup> False Economy, *Women and Girls Network*, 2011: <http://falseeconomy.org.uk/cuts/item/women-and-girls-network>

<sup>67</sup> False Economy, *Women's Therapy Centre*, 2011: <http://falseeconomy.org.uk/cuts/item/womens-therapy-centre>

<sup>68</sup> WRC, 2008, *Black and Minority Ethnic Women's Groups* Available at, 2008:

[http://www.wrc.org.uk/includes/documents/cm\\_docs/2008/b/bme.pdf](http://www.wrc.org.uk/includes/documents/cm_docs/2008/b/bme.pdf), stat taken from: Soteri, A. 2001. *A Profile Report on Women's Organisations in London's Voluntary and Community Sector*. Centre for Institutional Studies, University of East London. London.



## 5. Work and family

Despite many advances in gender equality, women still do the bulk of caring and domestic work. On average, women do 2 hours more unpaid work a day than men,<sup>69</sup> and mothers do three-quarters of the family's childcare during the week and two thirds during the weekend.<sup>70</sup> Women in London are less likely to be employed than their male counterparts because of the higher costs and lack of availability of childcare, as well as the difficulties of finding part time jobs.

Concurrently, services for childcare are facing unprecedented cuts to their budgets thus to the services they can deliver, with many facing threat of closure altogether.

One example of this is Sure Start Children's Services. Funding for Sure Start and related programmes is being cut by an average of £50 a child across England this year.<sup>71</sup> However, in some of the poorest areas of the country, including the London boroughs of Tower Hamlets and Hackney, it is being cut by £100 a year.<sup>72</sup> Seven centres have been shut down in Redbridge and 3 in Bromley.<sup>73</sup> These cuts will impact on women in London's ability to combine work and family life. Women who are unable to meet higher private childcare costs or for whom the alternatives to the local Sure Start centre are not suitable will face the possibility of having to leave the labour market in order to look after their children.

The Fawcett Society is concerned that as the cost of childcare increases and support for childcare is reduced or lost altogether, it is women who pay the highest price: they are far more likely to be the ones to leave the labour market as the household budget no longer adds up. This disadvantages women both in the short term by reducing their personal agency and economic autonomy, and in the long term by diminishing their future prospects in the labour market. Extended time away from the labour market is already a key driver in the pay gap between women and men and these changes risk making things worse. Such changes also fail to recognise that many of today's partnered mothers will be tomorrow's single mothers. They and their children will do very much worse if they have been out of the labour market for sustained periods.

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<sup>69</sup> Office for Official Publications of the European Communities, *How Europeans spend their time: Everyday life of women and men*, 2004: [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-58-04-998/EN/KS-58-04-998-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-58-04-998/EN/KS-58-04-998-EN.PDF)

<sup>70</sup> The Equalities Review, *The Equalities Review: Interim Report for Consultation*, March 2006: <http://eppe.ioe.ac.uk/eppe3-11/eppe3-11%20pdfs/Equalities%20Review%20interim%20report.pdf>

<sup>71</sup> G. Eaton, *New Statesman*, *Exclusive: Cameron breaks his Sure Start promise*, July 2011: <http://www.newstatesman.com/blogs/the-staggers/2011/08/sure-start-centres-america>

<sup>72</sup> *Ibid*

<sup>73</sup> *Ibid*

## 5.1 Childcare costs and maternal employment in London

Childcare costs in London are up to a third higher than the national average, costing an average of £119 per week for a child under two years old compared to the national average which is £96 pounds.<sup>74</sup> Despite this rise, parents in London are not entitled to any further financial support compared with the rest of the UK. In London, parents pay an average £5,668 a year for a nursery place under 2 years old for 25 hours per week.<sup>75</sup> People in London tend to work longer hours and have longer commutes compared with the national average which means that they tend to need more hours of childcare, often outside standard hours, which increases their childcare costs further. In addition, Londoners tend to have less access to relatives who can help reduce the cost of childcare. All of these interrelated factors mean that many parents on low to middle incomes find that working is simply unaffordable. As a consequence, London has the lowest level of maternal employment in the country. Just over half of London mothers with dependent children work compared to almost two thirds across the UK.<sup>76</sup>

## 5.2 Quality flexible and part-time work in London

The benefits to families of flexible and part-time working are well documented, and the 'right to request' part-time work has increased the number of mothers who are able to return to work with their current employers. There are 900,000 working-age women with children in London but only a quarter of jobs in London are part-time, compared to a third in the rest of the UK.<sup>77</sup> The number of London-based mothers on low incomes who could earn their true market value would increase if there were more part-time vacancies at higher salary levels and more quality part-time employment opportunities could result in lifting families in London out of poverty.<sup>78</sup>

Recent research<sup>79</sup> shows that there are approximately 82,000 women with the potential to earn £20,000+ (Full Time Equivalent) currently not in employment in London or under-employed on a salary below their skill level. An estimated 20,000 mothers in London have the earning potential to lift their families out of poverty through employment in a quality part-time job, and up to 17,000 mothers could move off out-of-work benefits altogether by entering quality part-time

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<sup>74</sup> London Assembly, *Tackling Childcare Affordability in London*, February 2012:

<http://www.london.gov.uk/sites/default/files/Tackling%20childcare%20affordability%20-22%20%20MW.pdf>

<sup>75</sup> Daycare Trust, *London Childcare Facts and Figures*, 2010:

[http://www.daycaretrust.org.uk/data/files/Projects/London\\_project/london\\_childcare\\_facts\\_and\\_figures\\_2010\\_\\_1.11.10.pdf](http://www.daycaretrust.org.uk/data/files/Projects/London_project/london_childcare_facts_and_figures_2010__1.11.10.pdf)

<sup>76</sup> London Assembly, *Tackling Childcare Affordability in London*, February 2012:

[http://www.daycaretrust.org.uk/data/files/Projects/London\\_project/Embargoed\\_-\\_Tackling\\_childcare\\_affordability\\_no\\_photo.pdf](http://www.daycaretrust.org.uk/data/files/Projects/London_project/Embargoed_-_Tackling_childcare_affordability_no_photo.pdf)

<sup>77</sup> Joseph Rowntree Foundation, *Building a Sustainable Quality Part Time Recruitment Market*, March 2012:

[www.womenlikeus.org.uk/policy/researchdevelopment.aspx](http://www.womenlikeus.org.uk/policy/researchdevelopment.aspx)

<sup>78</sup> Ibid

<sup>79</sup> Ibid

employment.<sup>80</sup> This research evidences a strong correlation between part-time work and low pay: only 3 per cent of part time vacancies advertised in London were for jobs paid at or above the (full time) equivalent of £20,000 pa. Getting more workless mothers in London into quality part-time employment would make a materially significant impact on reducing child poverty and lifting families from benefit dependency.<sup>81</sup>

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<sup>80</sup> Ibid

<sup>81</sup> Ibid

## 6. Women's representation in London

Women in London are underrepresented in positions of power in public and political life:

- Out of the 73 London constituencies, only 29 have a female MP (40 %);<sup>82</sup>
- Out of the 25 Members of the London Assembly, only 8 are women (32%);<sup>83</sup>
- Only 36.4 % of councillors in London are women;<sup>84</sup>
- Only 37.5% of the London Mayoral Team is women and;<sup>85</sup>
- Women constitute only 37.6% of senior civil servants in London, and 46% of grades 6 and 7 (level below senior) and 56% of administrative officers and assistants.<sup>86</sup>

There are a number of concerted ways that the Mayor of London could take positive action to ensure that women are equally represented on boards responsible for strategic policy thinking and operational delivery of services in London. The Mayor of London is able to appoint board members to:

- Transport for London (currently 5 out of 17 members of the TFL board are women- 29%);<sup>87</sup>
- The London Fire and Emergency Planning Authority Board Members (currently 2 out of 17 members are women- 12%);<sup>88</sup>
- The Museum of London (currently 5 out of 18 members are women- 28%. The Mayor is only able to appoint 9 of these board members);<sup>89</sup>
- Cultural Strategy Group (currently 10 out of 23 members are female-43%);<sup>90</sup>

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<sup>82</sup> GLA Equalities Framework, *Equal Life Chances For All, Bulletin 6: Civic Representation*, February 2012. <http://www.london.gov.uk/sites/default/files/ELCFA%20Bulletin%206%20Civic%20representation.pdf>

<sup>83</sup> Ibid

<sup>84</sup> Local Government Association, *National Census of Local Authority Councillors 2010 - analyses by region*: <http://new.lga.gov.uk/lga/core/page.do?pagelid=15003600>. There are 677 female councillors in London (36.4%) and 1171 male councillors in London (62.9%) - 0.7% was unknown.

<sup>85</sup> London.gov.uk <http://www.london.gov.uk/who-runs-london/mayor/mayoral-team>

<sup>86</sup> ONS, *Civil Service Statistics, 2011*: <http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tc%3A77-229310>

<sup>87</sup> Transport for London, *Board Members*: <http://www.tfl.gov.uk/corporate/about-tfl/boardandchiefsofficers/1432.aspx> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100].

<sup>88</sup> The London Fire Brigade, *Members of the Authority*: <http://www.london-fire.gov.uk/MembersOfTheAuthority.asp> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100].

<sup>89</sup> Museum of London, *Board of Governors*: <http://www.museumoflondon.org.uk/Corporate/About-us/Who/Governors/> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100].

<sup>90</sup> London Cultural Strategy Group, *Who We Are*: <http://www.london.gov.uk/lcsg/who-we-are> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100].

- The London Development Agency (currently 11 board members, 4 women- 36%);<sup>91</sup>
- London Skills and Employment Board (currently 20 members, 2 women- 10%).<sup>92</sup>

The Fawcett Society is particularly concerned about the lack of women represented within the London parliamentary constituencies, London councillor positions, the GLA, the London Assembly, the Mayoral team and on the aforementioned boards. An absence of women in decision-making, a lack of focus on issues that matter to women and girls and a shortage of avenues to make women's voices heard often leads to women's disengagement with politics and a lack of confidence in the political system among women. It is integral that women in London have equal power, voice and opportunity to engage with decision-making and democratic processes in London in order that they can exercise equal power over their own lives and their wider world.

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<sup>91</sup> The London Development Agency, *The Board*: <http://www.lda.gov.uk/about-the-lda/board-and-committees/board/index.aspx> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100]. It is worth noting here that in 2010 the 'London Childcare Team' part of the LDA was abolished and replaced with a team focusing on youth and volunteering.

<sup>92</sup> London Skills and Employment Board, *Members*: <http://www.london.gov.uk/lseb/about/members.jsp> These figures have been calculated by Fawcett using the *mean average*, using the following formula: [female board members/ total board members] x [100].