Date: 15th March 2019
Subject: Turbo Charging Gender Equality in Greater Manchester
Report of: John Holden, Assistant Director Research & Strategy, GMCA

PURPOSE OF REPORT:
To provide Members with an update and overview of the work underway to accelerate gender equality in Greater Manchester.

RECOMMENDATIONS:
Members are asked to consider, note and agree the activity underway to turbo charge gender equality in Greater Manchester.

CONTACT OFFICER:
John Holden, Assistant Director Research & Strategy
John.holden@greatermanchester-ca.gov.uk
Amy Foots, GMCA Strategy
Amy.foots@greatermanchester-ca.gov.uk
1. **GENDER PARITY IN GREATER MANCHESTER – THE CURRENT PICTURE**

1.1 Female employment rates are lower in Greater Manchester than the UK average (68.3% and 70.3% respectively), and both are lower than male employment rates (77.1% and 79.4%). The gender pay gap is lower in Greater Manchester than the national average, which is reflective of lower overall wage levels, but still stands at 8.2%.

1.2 There are nearly twice as many low-paid part-time jobs held by women, than low-paid full-time jobs, and the prevalence of women in this type of work contributes significantly towards the overall gender pay gap. Some forms of atypical work (e.g. zero hours contracts) are more prevalent amongst women.

1.3 Greater Manchester sees twice as many new referrals for female genital mutilation (FGM) each year than the national average, with an estimated 9,250 women living with FGM in Greater Manchester. Research by Plan International UK found Salford and Manchester to be in the top ten worst Local Authorities to be a girl in 2016.

1.4 Three quarters of all domestic violence victims in Greater Manchester are women, and over 80% of domestic homicide victims are women. Over 80% of sexual offences are committed against women in Greater Manchester.

1.5 Adult female reoffending rates are significantly lower in Greater Manchester than the national average (15.9% compared to 22.9%).

2. **DEVELOPING A RESPONSE TO GENDER INEQUALITY IN GM**

2.1 A commitment has been made from senior leaders across Greater Manchester to collaborate and develop a joint work programme to address some of the issues identified in support of achieving gender parity across Greater Manchester.

2.2 Formed from a series of meetings, conversations and existing work programmes, a long list of possible actions, campaigns and ideas have been brought together. The table below draws together this thinking and begins to shape a future work programme.

2.3 The development of a Greater Manchester Women’s Voice Group seeks to engage all those interested parties to form a task and finish group, with the view of delivering an agreed work programme, with the potential for a longer term group to be formed as appropriate.

3. **GM WOMEN’S VOICE GROUP**

3.1 Brenda Warrington chaired the first meeting of the group on the 5th March, attended by representatives from across Greater Manchester, including some Local Authority
Chief Executives, GMCA Officers, Manchester University, Chamber of Commerce, Diva Manc, the Big Lottery and the Fawcett Society.

3.2 At that meeting it was agreed the group would act as a steering group for the development of an action plan. The areas identified for development into the action plan will be further considered to be included in a paper the GMCA meeting on 29th March. The Women’s Voice Group will meet again in May to consider actions to date and further development of the action plan and next steps to drive forward this agenda and embed within the mainstream delivery and policy development in Greater Manchester.

4. PROPOSED ACTION AREAS FOR CONSIDERATION

<table>
<thead>
<tr>
<th>Evidence base</th>
<th>● To compile a data warehouse / single repository looking at a range of data sources available across GM partner agencies.</th>
</tr>
</thead>
</table>
| GM public sector as exemplar | ● GM gender pay gap monitoring  
● Review equalities policy and practice in GM organisations - Ensure legal requirements are met and identify best practice examples  
● Consider common approach to collation of disaggregated data and completion of EIAs |
| Linking in opportunities with existing work programmes | ● Policy priorities identified through DivaManc sessions  
● Fawcett Society work ‘Making Devolution Work for Women’ |
| Campaigning | ● Review work underway with schools and young people to identify possible ways to increase political and gender literacy promotion in schools and encourage young people’s leadership, participation and activism |
| Employment | ● Good employment charter (Considering elements such as flexible working, pay and conditions parity and childcare)  
● Women in workforce event  
● Female participation in training & employment support activities  
● Work with private sector firms as exemplars and consideration of awards criteria |
| Violence against women and girls | ● Support the development and delivery of the VAWG Strategy |
| Strategy | ● At time of updating, develop effective mechanisms to review policies and strategies |
to ensure women’s voice, participation and contribution are embedded, e.g. GMS
  - Consider how gender equality is embedded in GMCA portfolios, and how this will be effectively resourced and delivered
  - Consider use of targets to drive change

<table>
<thead>
<tr>
<th>Capacity Building</th>
<th>Women’s leadership, mentoring, coaching &amp; sponsorship development</th>
</tr>
</thead>
</table>

| Funding           | Pursue funding bid with Comic Relief (and wider opportunities where feasible) to provide resource and opportunity to develop this work  
                    | Possible opportunities for Lottery funded community based projects |

5. **RECOMMENDATIONS**

5.1 Recommendations appear at the front of this report.