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**Manchester City Council  
Report for Information**

**Report to:** Economy Scrutiny Committee – 1 March 2017

**Subject:** Women and the Economy

**Report of:** Head of Work & Skills

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**Summary**

This report seeks to provide a summary of the key issues facing women in Manchester in relation to their participation and progression in the local labour market. There is much national & international data and to keep the report focused, it is themed on a number of key life stages for women from the age 14 through to retirement, which can shape women's economic prospects. The report seeks to provide a broad and balanced view of the key topics as a backdrop to the panel's discussion. Panel members with expertise in education, skills, and barriers to the labour market, business and leadership have been invited to join the discussion and will share their knowledge and experience.

**Recommendations**

None

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**Wards Affected: All**

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**Background documents (available for public inspection):**

The following documents disclose important facts on which the report is based and have been relied upon in preparing the report. Copies of the background documents are available up to 4 years after the date of the meeting. If you would like a copy please contact one of the contact officers above.

None

## 1. Introduction

### 1.1 Background

Women's participation in the economy directly benefits women and their families but also makes a major contribution to productivity and growth. The performance of women within the UK labour market has been a source of interest for researchers since the radical shift in gender roles which took place after World War Two. There can be no doubt that the strength of women in the labour market has improved over this period of time, yet there remain a number of long standing issues which have not been resolved.

Girls continue to outperform boys within the education system at a local and national level. The latest Key Stage 4, Attainment 8 data from 2015/16 shows that girls in Manchester achieve 49.6 whereas boys only achieve 44.7 (see Appendix 1 and 2). This is the new measure to replace 5 A\*-C, with a maximum 100 score possible. Both of these scores are below the national average, although the gap is actually slightly larger for girls (-1.5) than boys (-1.3)

In Manchester, there are 182,222 women aged 16-64, 48.7% of the total working age population in the city (ONS Mid-Year Estimate 2015). However, the economic activity rate of working age women is 62.3% compared to 73.8% for men (Annual Population Survey, ONS 2015). For women over 50, the economic activity rate falls to just 33% compared to 48.3% for men (Annual Population Survey, ONS 2015).

The gender pay gap also prevails despite significant progress over recent decades. Recent research by the Resolution Foundation (see appendix 6) shows that although the gender pay gap for Millennials (those born between 1981 and 2000) is much lower in the early stages of a woman's career, the gap increases significantly after the age of 27 which correlates with the stage of life when many women start a family. The causes of the gender pay gap are a complex combination of social issues including education, and sectoral and occupational choices.

The structure of Manchester's economy means that there are some significant opportunities within well paid knowledge intensive roles within financial and professional services, bio-science & health, research and development and the creative and digital sector. There are however, some growth sectors which remain male dominated such as construction and digital /IT, both sectors which are adversely effected by skill shortages. Manchester's economy, like most other cities, has core sectors with large volumes of lower paid jobs such as hospitality, retail, cleaning and residential care, which tend to employ higher proportions of women. Part-time jobs are more likely to be low paid than full-time roles, with more women than men in part time jobs, also contributing to higher numbers of women in low paid roles.

There was a 'Discuss' event in Manchester on International Women's Day in March 2016. This event focussed on the degree to which, Manchester's economic success was benefitting the city's women. The panel featured local speakers both for and against the motion but ultimately 62% of the audience believed that the economic

growth of the city was not benefiting them and that their untapped potential remains a lost opportunity for the city.

Throughout the event, panellists and audience members identified a number of barriers at different stages of their lives preventing their progression. This report expands on some of the thinking from the event, by exploring relevant research in relation to barriers and drawing from the evidence base in Manchester. It also identifies some opportunities.

## **1.2 Life stages of Women**

It was clear from the event in March 16 that women face a variety of challenges in the workplace or barriers to work; some of these persist throughout a woman's life and others are more acute at distinct life stages. For the purposes of this report, the working life of a woman has been broken down into 5 life stages:

- Key Stage 4 options to labour market entry
- Early career development
- Re-entry with caring responsibilities
- Core working age
- Approaching retirement age.

### **Pervading challenges**

Challenges and barriers that persist throughout many women's lives are briefly referenced below. These themes are explored in further detail throughout the report.

#### **1.2.1 Welfare Reform and Welfare to Work Programmes**

The government's programme of welfare reform has impacted significantly on families in Manchester. Welfare reforms which have affected women include changes to Lone Parent Income Support, the introduction of Universal Credit, the reduction in the Local Housing Allowance rate, Under Occupancy Charges and the introduction of the Benefit Cap. More lone parent households are headed by women and particularly where there are large families, are likely to be affected by multiple changes to the welfare system.

Welfare to work programmes either directly delivered or commissioned are targeted at claimants of out of work benefits. Where women, for whatever reason don't claim benefits in their own name, they are unlikely to benefit from these programmes. This also applies to women who are under-employed, although for those who claim Universal Credit, there will soon be a focus on in-work benefit claimants.

#### **1.2.2 The gender pay gap**

The gender pay gap takes a broader view than equal pay (enshrined in law), looks at the relative pay of men and women in the labour market and considers the gendered nature of many undervalued 'female' sectors. In Manchester, the gender pay gap has fluctuated since the 2008 recession with female wages as a percentage of male wages now standing at 80% for the workplace wage (median wage earned by those

working in the City) and 75% for the resident wage (median wage of those living in the City). See Appendix 7.

The government recently announced new regulations which require all employers with more than 250 staff to publish their gender pay gap data. Details on bonuses paid must also be broken down by gender from April 2016. Similar rules are to be applied to the public sector. The Equality and Human Rights Commission has the power to take enforcement action against employers who fail to publish their gender pay figures.

A recent investigation conducted by the Sunday Times showed that the gender pay gap is still widespread in the public sector. Of the 134 government departments, non-ministerial departments, agencies, public bodies and public corporations asked to provide information on the pay of men and women, eighty two organisations provided useable data. The figures which mainly cover pay for the financial year 2015-16 show that across the public sector the gender gap for median pay (the mid-point of ranked salaries) was 10.7%, a year for full time “equivalised” basic salaries in the public sector, which means on average women are paid or £3,297.00 less per annum for median pay.

New Economy’s recent Low Pay and Productivity report found that approximately 130,000 women (27%) and 90,000 men (18%) were low paid in Greater Manchester in 2014. The report found that some 44% of part-time jobs and 17% of full-time jobs paid less than the low pay threshold. Interestingly, the research also showed that the post 2008 recession has had an impact on the gender pay gap (see Appendix 8). The pay gap has closed sharply as male hourly pay has fallen, while women’s pay appears to have been more stable.

### **1.2.3 Gendered roles and industries**

Much of the imbalance in pay and part-time work stems from the gender imbalance in certain industries where roles are typically undervalued. For example, women tend to make up the majority of the workforce in caring roles, such as nursing and social care and other roles requiring ‘soft’-skills such as waitressing.

New Economy’s research found that the sectors with the highest incidence of low-paid work in Greater Manchester, are all female dominated in terms of their employee base and include hospitality (76% of jobs are low paying), accommodation (60%), retail (53%), cleaning (53%) and residential care (53%). The largest single low paying sector is retail with 121,700 employees, accounting for 10% of all employees in Greater Manchester.

### **1.2.4 Ethnicity**

Black and Minority ethnic women continue to report experiencing a ‘double disadvantage’ of race and gender when it comes to finding and progressing in work, despite often performing well in formal education. Recent government research has found that Asian Muslim women face more barriers than most to social mobility. Pakistani and Bangladeshi women in particular earn far less than women from other ethnic minority backgrounds.

### **1.2.5 Business and enterprise development**

The number of women starting up businesses in Manchester is lower than for men (see Appendix 10). Blue Orchid data from Aug 2012 - April 2015 shows that requests for pre-start up assistance; applications; and actual business starts are all lower for women compared to men. This trend has also been confirmed by the Growth Hub. There is clearly a challenge in terms of women having the confidence and skills to set up their own businesses, a situation that is not helped by a more limited number of role models.

When growing a business, access to venture capital for women appears to be limited (just 10% of global venture capital is invested in a company with at least one female founder). Growing and promoting organisations like AllBright, a dedicated supporter and funder of female founders and entrepreneurs will raise the profile and could open up better prospects for women led businesses across all sectors. Lou Cordwell, Magnetic North is on the panel and is a business leader herself and a driving force behind AllBright.

### **1.2.6 Awareness**

Prejudice and discrimination against women in the workplace, is an issue for men and women alike. The resulting negative impact on productivity, utilisation of skills and relationships between staff are tangible and affect business performance and ultimately the bottom-line. Research in 2015 by recruitment consultancy Badenoch and Clark found that 31% of respondents believed men are offered better opportunities at work. Respondents highlighted a number of factors holding back aspiring female managers including the perception that women need more flexibility (54%) and a lack of female role models (26%).

## **2. Life stage 1 – Key Stage 4 options to labour market entry**

Girls outperform boys at Key Stage 4 in Manchester in line with national trends. Appendix 2 shows that Manchester's girls Attainment 8 score in 2015/16 was 49.6 compared to 44.7 for boys, however, higher educational attainment does not necessarily translate into the labour market.

A recent United States report featured in the Science journal found that girls start to lose belief in their own 'brilliance' and that of other girls from as young as six. The report suggests that exposure to the media and gender-biased cultural influences shape the future trajectory of young girls and can often discourage them from pursuing careers and activities they could have excelled in because they are led to believe it is something only men can do.

The decisions women make from a young age result in them being more likely to follow a particular career path. Their subject choice and qualifications young women achieve at school and at post-16 can determine their eventual career path.

### **2.1 Gendered courses and careers**

Young women in Manchester are bucking the national trend in Science and Maths where they represent the majority of students at A Level. Analysis of Skills Funding Agency (SFA) data shows that the gender imbalance in Manchester can instead be found in Engineering, Manufacturing and IT (see appendix 4). As the numbers of women studying these subjects are far lower than men, it is somewhat unsurprising that despite the good progress Mancunian women have made in Science and Maths, industries which have traditionally attracted boys and men continue to do so. Science, Technology, Engineering and Maths (STEM) sectors are typically better paid and dominated by men while social sectors requiring softer skills such as social care, waitressing, customer service are undervalued, lower paid and dominated by women.

## **2.2 Understanding the labour market**

Increasingly, at a Greater Manchester and Manchester level, there has been an ambition to have Careers Education Information and Advice, underpinned by good quality Labour Market Intelligence. In the City, LMI is shared widely with schools and careers leads and used by many schools in sessions with students. However, particularly where young women come from more disadvantaged backgrounds, where they don't have access within their family or community networks, it is important that they have role models with whom they can relate. Developing mentoring relationships between business mentors and young people in schools is one way to open up the possibilities for a young woman to consider a wider range of careers. Providing meaningful experience of the world of work in non-traditional sectors is another.

## **2.3 Female STEM role models**

Manchester Digital conduct a skills audit of their members each year and their most recent report launched in Feb 2017 looked at the gender split in digital roles. In 2016, while men still dominated digital and technology workplaces, there was a healthier than expected split of 60:40 male to female. However, in the current year's audit, respondents are reporting a 72:28 split, male to female. Gender diversity in technical roles e.g. developers, has also declined with businesses reporting an 88:12 male to female split, against a 2016 figure of 70:30. Half of all respondents said that their tech teams were 100% male. At the same time, businesses reported difficulty filling developer roles, which has been an ongoing issue over recent years, with good technical sales staff and experienced technical digital marketers becoming increasingly hard to find. In 2017, 51% of companies had inflated salaries to attract technical talent.

'Women in STEM' claim that seeing successful female scientists, acknowledged and supported for the work they do, can help to persuade more girls and young women of the obvious career opportunities available in this sector. They also claim that all women in STEM are valuable role models to girls and women both within the sector and those unsure of their ability to progress in STEM.

There are initiatives being delivered to encourage young women into STEM careers. Girl Geeks for example deliver programmes to support female STEM talent. MadLab promote digital and technical roles to girls in libraries and community venues and

also run women in computing education programmes. The STEM Ambassador scheme, hosted by the Museum of Science and Industry in the City, supports industry professionals to share their experience of using STEM subjects in the workplace, with young people in schools. Of the current UK STEM Ambassadors working in schools, 60% are under 35, 40% are women and 13% describe themselves as being from a Black and Minority Ethnic background.

MCC has hosted 2 STEM related career events last year and this year, which have been well received by the young people who have attended and at the end of the events, they reported that they were more likely to consider a STEM related career. The international EuroScience Open Forum (ESOF) conference and Science Festival generally raised the profile of science and its opportunities in the City, as reported to Economy Scrutiny Committee in February 2017.

### **3. Life stage 2 – Early career development**

Despite girls outperforming boys in education, this success does not fully translate into success within the labour market. The 2011 Census revealed that young women aged 16-24 make up the majority of the workforce in Sales and Customer Service, Caring, Leisure and other service occupations, and in Administrative and Secretarial roles. According to the Office of National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) data these occupations represent three of the bottom four earning occupations in the UK today (£350-£420 median gross weekly income).

#### **3.1 Precarious work, temporary contracts and the ‘gig’ economy**

Women in Manchester are twice as likely to work part-time, than men, according to ASHE data. A move into part-time work can be made for a variety of reasons, but one of the likely reasons is greater flexibility. In recent years, the ‘gig’ economy in the UK has been drawn into the public eye through the astonishing growth of companies such as Uber and Deliveroo. Uber drivers recently gathered enough support amongst them to take their “employers” to court. In a landmark ruling the Employment Tribunal found that Uber drivers are not self-employed but are workers who are entitled to essential workers’ rights including the right to be paid the National Minimum Wage and receive paid holiday. This will impact positively on women and men.

There are a number of up-sides to the ‘gig’ economy including flexibility allowing you to work when you want for as long as you want. Recent research into temporary agency work by CLES for Manchester City Council found that of the agencies that responded, 72.6% of vacancies being advertised were above the Living Wage and a large proportion were well paid temporary roles in sectors such as IT and Education etc. But at the lower end of the labour market, the down-sides include typically poor pay, ununionised sectors, no access to statutory sick pay, annual leave or crucially for many women, maternity leave. This is particularly concerning when you consider findings from a recent report from Harvard University stating that the number of women in the ‘gig’ economy has outgrown the number of men.

#### **3.2 Discrimination against women of child-bearing age**

Law firm Slater & Gordon carried out a survey of 500 managers in 2014 to assess their attitude to hiring young women. More than 40% of respondents admitted they were generally wary of hiring a woman of childbearing age or a woman who already has children. A third of managers surveyed said they would rather employ a man in his 20's or 30's over a woman of the same age to avoid having to potentially deal with a woman's maternity leave. This is not a lawful practice but the survey results indicate that it continues to pervade recruitment practices.

### **3.3 Encourage young women to consider a broader set of career choices**

Although the full-time gender pay gap is relatively small in the early stages of a woman's career, their early career choices can make some of them vulnerable to lower paid part-time and precarious work, as they move through later stages of their lives or have increased caring responsibilities.

Work to remove the gender stereotype attached to some sectors could open up many more career options for young women and increase their chances of moving into better-paid traditionally male dominated occupations. It would also help businesses develop their own staff or draw from a wider and deeper talent pool for roles where there are currently skills shortages. A positive example is Manchester Digital's Workplace Equality Toolkit which was launched in 2016. The toolkit will help address issues such as equal pay, empowerment of under-represented groups in digital, remote and flexible working, leadership, mentoring and much more.

## **4. Life stage 3 – Re-entry into the labour market after children or caring responsibilities**

One of the major causes of the gender pay gap and unequal pay is women's re-entry into the labour market following the birth of a child. Many women have traditionally come back to work on a part-time basis which has stagnated career progression in their current role and limited the opportunities to move into a new role with another organisation. Anecdotally, some mothers return to take a part time work in a lower status job because their previous job was inflexible to reduced working hours. However this has changed somewhat with the introduction of flexible working rules.

There have been some positive steps forward such as the government's shared maternity leave initiative. Many employers now also offer men some flexibility at work to allow the burden of childcare to be shared more equally.

### **4.1 Impact of welfare reforms and Universal Credit**

Government welfare reforms have sought to incentivise employment by making work pay. Changes to the Lone Parent Income Support means that many lone parents are moved onto Jobseekers Allowance when their youngest child reaches age 3 and are therefore mandated to find work. The introduction of Universal Credit has also sought to incentivise claimants into working additional hours. Women who are claiming out of work or in work benefits need to be able to find good quality sustainable employment whilst also ensuring that they have the flexibility required to raise a young family, which in practice in some sectors and with many employers can be difficult.



## **4.2 Cost and availability of childcare**

In a recent community consultation to inform Manchester's emerging Family Poverty Strategy, childcare was cited as one of the major barriers to finding sustainable employment. The Family and Childcare Trust published a report in 2015 considering the cost and availability of childcare and the impact on families. The report found that childcare costs have increased at such a rate that some working parents are struggling to break even and others are paying more for childcare than they take home from work. Outside London, the average annual cost for a child under two attending nursery full-time is £11,000 a year. This has resulted in twice as many women than men deciding that returning to work shortly after having a child is not financially viable. The consequence of this is drawn into focus by recent research from the Fawcett Society which found that the detriment to a woman's career and future earning potential falls by 4% each year they are absent from work.

There are also reports that many areas in the UK will be unable to provide sufficient nursery capacity to meet the demands of the government funded increase from 15 free hours or nursery care for over 3's to 30 in September 2017. In addition this "free" childcare is only available to those who can prove they are regularly employed more than 16 hours, which is difficult for those in irregular part time work and for those who wish to return to education to upskill before returning to the labour market.

## **4.3 The motherhood pay gap**

Further research has been carried out on the cost implications for women of having children, 'The motherhood pay gap: A review of the issues, theory and international evidence' by Damian Grimshaw and Jill Rubery, University of Manchester Business School. Two key trends were identified in the research. The first relates to the number of children a woman has: If a woman has one child only, there is only a small negative effect on her pay, though if a woman chooses to have two or more they begin to experience a far more remarkable loss of earnings; Secondly, and in line with the findings of the Fawcett Society, the longer a woman is away from work the longer they experience a wage penalty.

## **4.4 False perceptions and the impact on career progression**

The study by law firm Slater & Gordon mentioned earlier also looked at attitudes towards women returning from maternity leave. Thirty three % of managers surveyed, thought that women are not as good at their jobs when they come back from maternity leave. This points to obvious challenges facing women when it comes to moving up the career ladder.

## **4.5 High quality flexible or part-time work**

Much of the public sector and many large companies in the private sector are good at understanding and facilitating flexible working patterns for their staff. However, the culture in some parts of the public sector and private sectors, value presentism over the level and quality of commitment at work. There are, however, a number of examples of public and private sector organisations offering flexible working to both

female and male members of staff which offer better career progression opportunities for those on reduced hours.

The Timewise Foundation is a Community Interest Company, which was established initially in London, to promote high quality flexible work for both men and women. They now work in Manchester and offer services to employers; run the part-time power awards and host a flexible work job opportunities board online. Many companies and organisations are good at offering flexible work for their existing employees but are less open to flexible hiring, which is one of the things promoted by Timewise. They have some excellent case studies including a number from *Mercer Marsh Benefits* which include an Associate who was promoted whilst working part-time after returning from maternity leave.

A recent report from Timewise found that an increasing number of senior staff are now working part-time. The study claims that one in six of those who earn more than £40,000 a year now work fewer than five days a week, a 12% rise over the last two years. This represents a positive shift in attitudes towards part-time working for both men and women at senior levels, which should have a greater impact right across organisations. Emma Stewart from Timewise is a panel member and can provide more information about the work of the organisation.

#### **4.6 Right to request a return to full-time work and the impact on pensions**

Many parents and historically many more women than men, choose to take their full-time hours down to part-time to allow them to return to work more quickly and remain on the career ladder whilst also having enough time for their caring responsibilities. There is a legal right to request reduced hours but it is not a legal obligation for employers to grant it. Also, once you have reduced your contract to part-time hours, an employer is not legally obliged to allow you to return to full-time hours if you request it. A change in policy nationally to support a right to return to full-time work following a period of part-time working could ease the stress and financial pressure on parents in the first two or three years of their child's life and save any negative impact on their ability to save enough to retire comfortably.

#### **4.7 Self-employment and start-ups**

Self-employment at any age is risky if done without the right knowledge and support. However, women with ideas for business represent just 10% of all start-ups funded by venture capitalists. AllBright is a company founded by a woman with the express intention of finding supporters and funders for female founders and entrepreneurs. Growth in support for women setting up their own business could tap into previously under-utilised talent and benefit the wider economy.

### **5. Life stage 4 – Core working age**

A woman's ability to compete in the labour market is often determined at a very young age, however, it is at the core working age when the impact is most heavily felt.

#### **5.1 The glass ceiling gets heavier as women age**

The parliamentary briefing on Women and the Economy published in April 2016 highlights the age bias associated with the gender pay gap. As women move into their 40's the pay gap for full time work rockets from 1% to 11% and on average remains above this level, until women reach retirement. There is a chance that this 11% gap could change, as younger generations with a different more integrated approach to work/home lives, age. However, at present, this gap is of major concern for women in their 40's earning significantly less than their male counterparts, and for the economy in the lost productivity stemming from underutilised skills and under-employment.

## **5.2 The importance of positive role models**

Nationally, there continues to be a lack of female Chief Executives and Board Members. This comes despite several pieces of research pointing towards improved performance of companies, if they have at least one woman on the board. In Greater Manchester, Councillor Jean Stretton is the only female leader of the 10 GM Local Authorities. There are currently three local authority Chief Executives in Greater Manchester who are women, which will rise to four when Joanne Roney joins as Chief Executive of Manchester City Council in April 2017.

In Manchester, there are groups of powerful women coming together to amplify their voices and grow their influence; "Northern Power Women" are transforming the culture of business by recognising, celebrating and showcasing role models. AllBright is also funding and supporting the UK's best female-led businesses to help them exceed their growth ambitions. There have also been some high profile success stories in the city such as Maria Balshaw's recent appointment as the new Director of the Tate.

## **5.3 Manchester City Council as an exemplar**

In house analysis by the City Council's HROD service (see Appendix 8) shows that 66% of all staff working at the Council are women. Analysis by grade grouping reveals that this ratio is common among all grade groupings up to Grade 10 when the split becomes 51% female to 49% male. Further work is underway to understand this picture and suggest ways in which career progression can take place, especially at lower grades.

## **5.4 Women, equal pay and collective bargaining**

Equal pay has been a major focus for Trade Unions and there have been many significant successes such as the Single Status agreement which re-organised pay and rewards in Local Government in 1997. However, as flexible part-time work and the gig-economy becomes more mainstream, collectivisation and unionisation have become far less common in a number of sectors.

## **6. Life stage 5 – Approaching retirement age**

People are now living longer and the UK population is ageing. One of the government responses has been to bring forward the increase to the retirement age

to 67 by 8 years in the Pensions Act 2014. Women have seen their state pension age rise from 60 to 65 and now to 67, with occupational pensions tracked to the same age.

Although Manchester's population is younger than the national average due to inward migration and a higher birth rate, the issue of low employment activity for over 50s is still of concern. The economic activity rate for women over 50 is 33% whereas the men's rate is 48.3% (Annual Population Survey, ONS 2015). This is an issue of concern for women themselves, but also for the productivity of Manchester's economy.

### **6.1 Part time work is disproportionately carried out by women**

At the national level, women in part-time work are affected most by the pay gap as they move into their 50s and 60s. At this point the gap increases from a fairly low base in their 40s to more than 11% in their 60s.

### **6.2 Opportunities for older women to up-skill are limited**

A report from The Work Foundation explores some of the attitudes towards older people in the workplace; 'these include the idea that older workers are less productive than younger workers, slower, are less adaptable to technological changes, less able to learn new things, less motivated and resistant to management.' The report suggests it is likely that an employers' negative attitude towards an older employee has a direct impact on their intentions to allow access to training to facilitate older employees to carry on working. Although there is no data available to suggest whether there is a gender dynamic to this, given that older women are more likely to be in lower paid and part time work, they are likely to be more affected.

### **6.3 Health and wellbeing needs**

In addition to limitations to training, The Work Foundation report found that some employers attitudes towards older workers means they are far less likely to employ them because they are perceived to be prone to untreatable and work-limiting conditions. Employers are also far less likely to make workplace adjustments for an older person.

### **6.4 Caring responsibilities**

With the rapidly increasing cost of childcare, grandparents are being called on more and more to provide care for their grandchildren while their own children go to work. For women over 50, they may also be caring for older relatives and without flexibility from employers, this may limit their work opportunities.

## **7. Concluding points to inform the panel discussion**

This report has provided a brief overview of a number of issues that affect women's participation in the economic life of the City. The panel members will provide richer detail based on their experience of educating girls, working and doing business in the City.

Some of the key points include:

### **Education and early career**

- How can more women be engaged from a young age with STEM subjects and gain a better understanding of the local labour market?
- What are the career ladders for progression for young women
- How can women be encouraged to build networks and a support system to help them gain the confidence encourage women to put themselves forward for promotion?

### **Women who are outside of the labour market or under-employed**

- How can we ensure that women have better access to employability and skills programmes;
- What additional barriers do they face accessing and sustaining work;

### **Returning to the labour market with caring responsibilities**

- How can employers be encouraged to see the benefits of truly flexible working which ensures that women's careers can still progress?
- Can flexible hiring be encouraged /promoted positively alongside flexible working?
- What other steps can employers take to support women?

### **Gender pay gap and low pay female dominated sectors?**

- What are the opportunities for women in low paid sectors to upskill and move out if there are a lack of progression opportunities
- How can businesses in sectors with low pay and low productivity be encouraged to invest in their workforce and utilise their skills
- How can anchor institutions improve the position of low paid women through direct employment and via their supply chains e.g. by paying the Living Wage

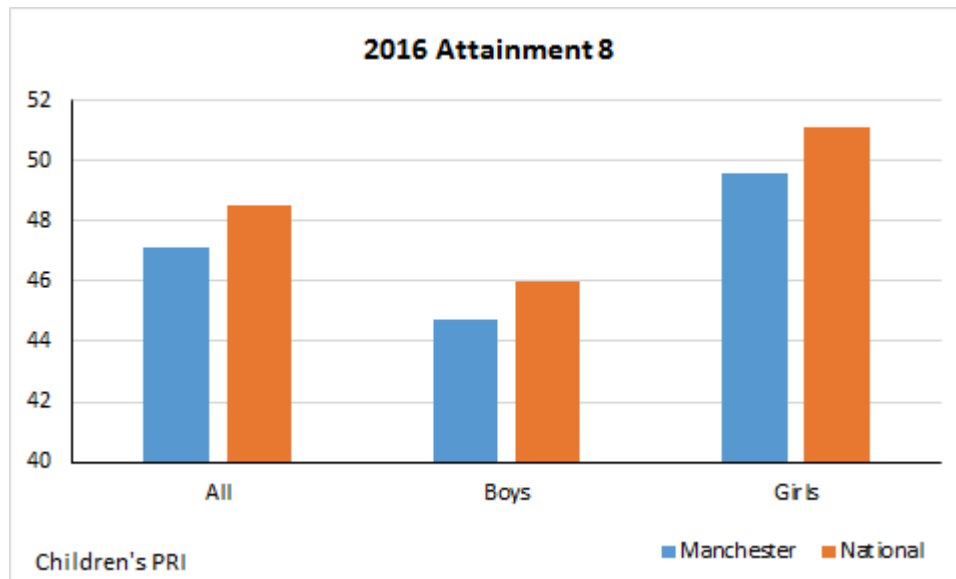
### **Approaching retirement**

- How can employers be encouraged to value older employees experience?
- How can grandparents or carers responsibilities be reflected in their workplace?
- Could specific training for older women be developed both in and outside the workplace to aid progression and build confidence?

### **Pervading issues**

- Good female role models for women at all stages of their career or business development;
- Responsibility for caring and flexibility of the workplace to respond;
- Challenging attitudes and practices that discriminate

**Appendix 1: Manchester resident Key Stage 4 Attainment 8 results by gender 2015/16**



**Appendix 2: Manchester resident Key Stage 4 Attainment 8 results by gender 2015/16**

	Attainment 8		
	Manchest er	Nation al	Difference
<b>All</b>	47.1	48.5	-1.4
<b>Boys</b>	44.7	46	-1.3
<b>Girls</b>	49.6	51.1	-1.5

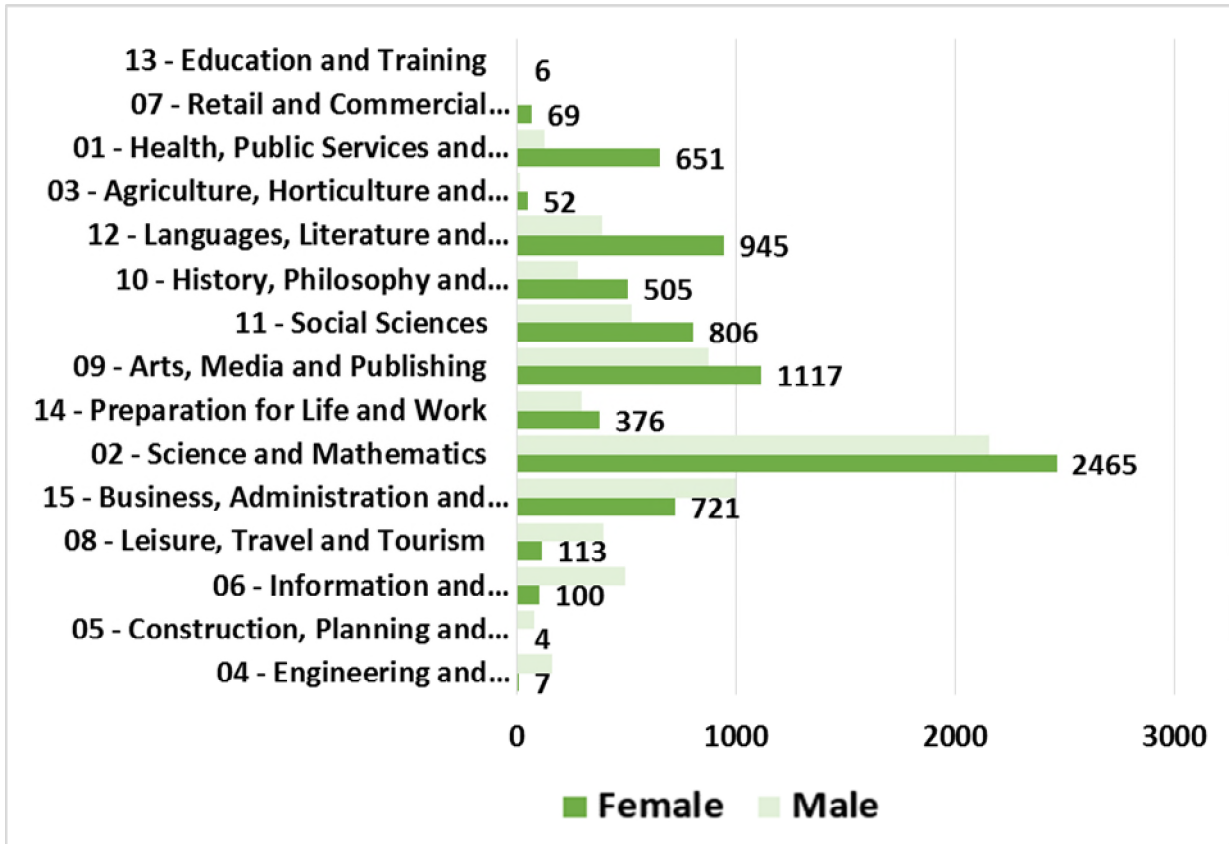
Source: Children's PRI

**Appendix 3: Manchester resident Key Stage 4 Progress 8 results by gender 2015/16**

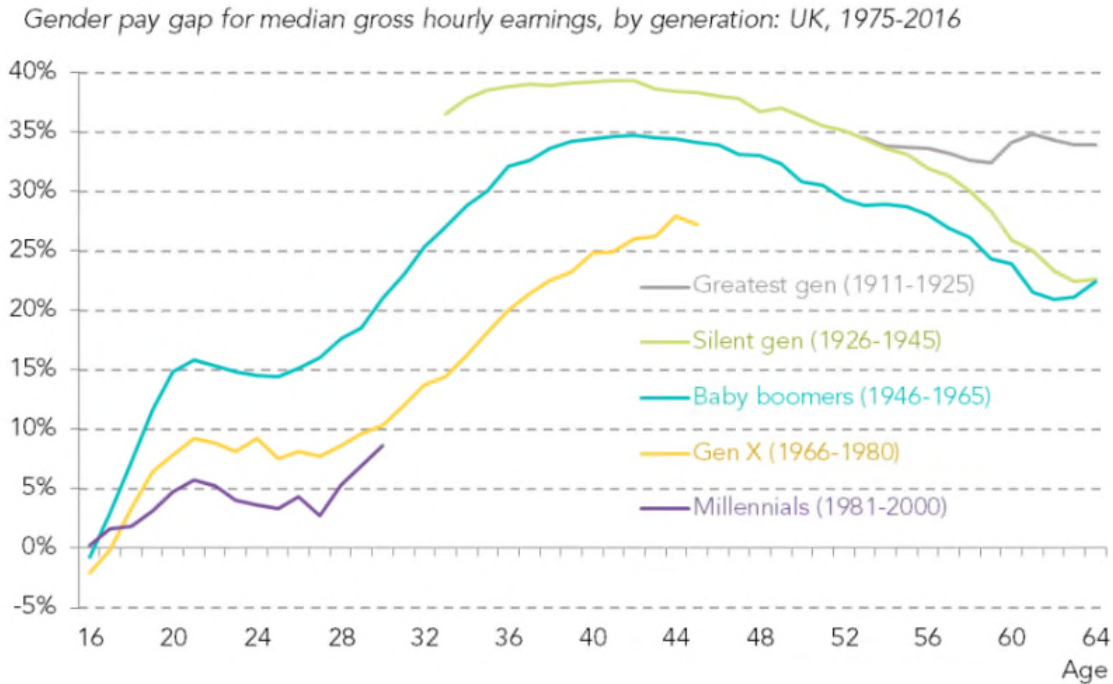
	Progress 8		
	Manchest er	Nationa l	Difference
<b>All</b>	-0.03	0	-0.03
<b>Boys</b>	-0.16	-0.17	0.01
<b>Girls</b>	0.11	0.11	0

Source: Children's PRI

**Appendix 4: Manchester resident Level 3 Course Start in 2014/15 by gender split (numbers) and Tier 1 Subject Area**



### Appendix 5: Gender pay gap for median gross hourly earnings, by UK generation

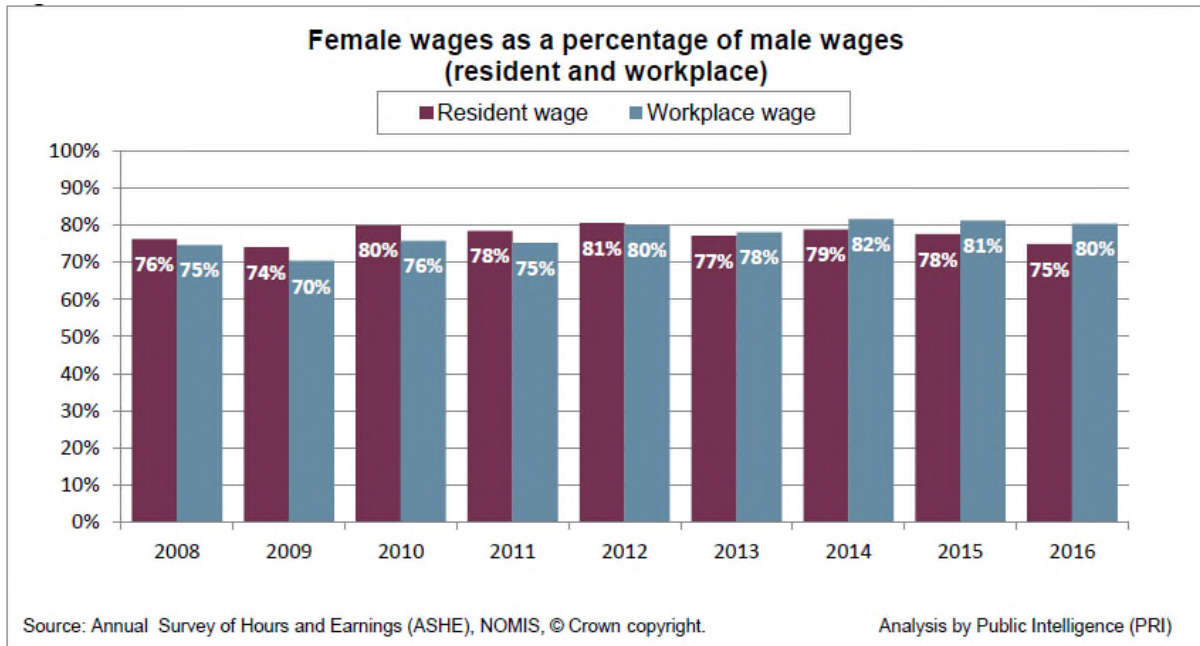


Notes: The gender pay gap is the difference between the median hourly earnings of men and women as a proportion of men's median hourly earnings; figures for each generation are derived from a weighted average of estimates by single year of age for each single-year birth cohort within that generation; generations are included if at least five birth years are present in the data; for the years in which it is available, published Annual Survey of Hours and Earnings pay estimates (which cover the UK as a whole, as opposed to the microdata which only covers Great Britain) are used as control totals, and the results from each individual dataset are indexed to those from the Annual Survey of Hours and Earnings to create a consistent series over time.

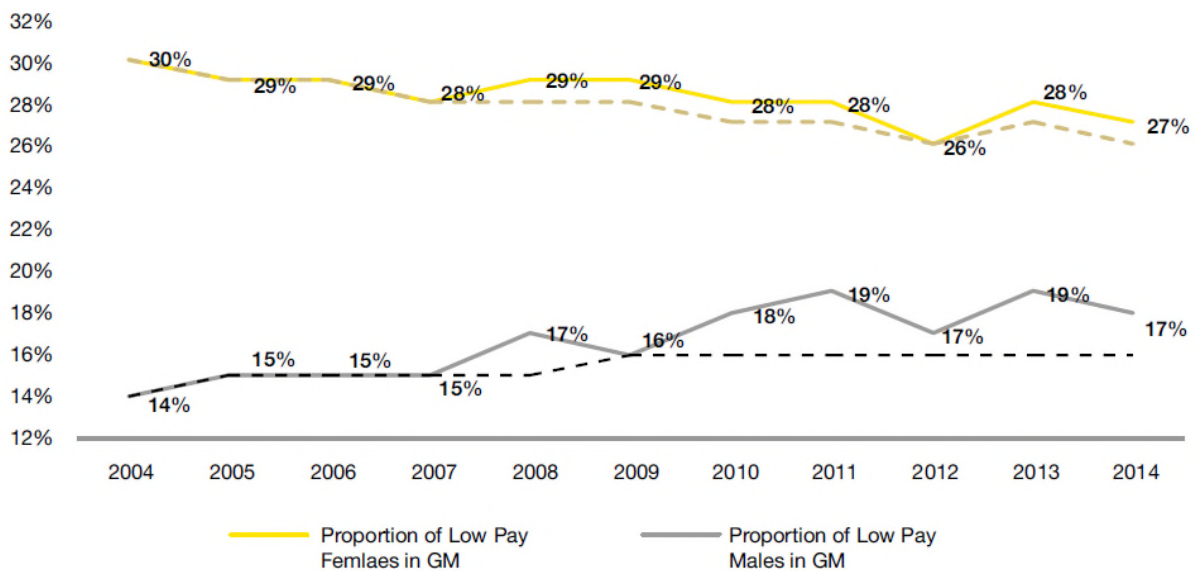
Source: RF analysis of ONS, *Quarterly Labour Force Survey*; ONS, *Annual Survey of Hours and Earnings*; ONS, *New Earnings Survey Panel Dataset*



**Appendix 6: Resident and workplace female wages as a percentage of male wages in Manchester (full time and part time)**

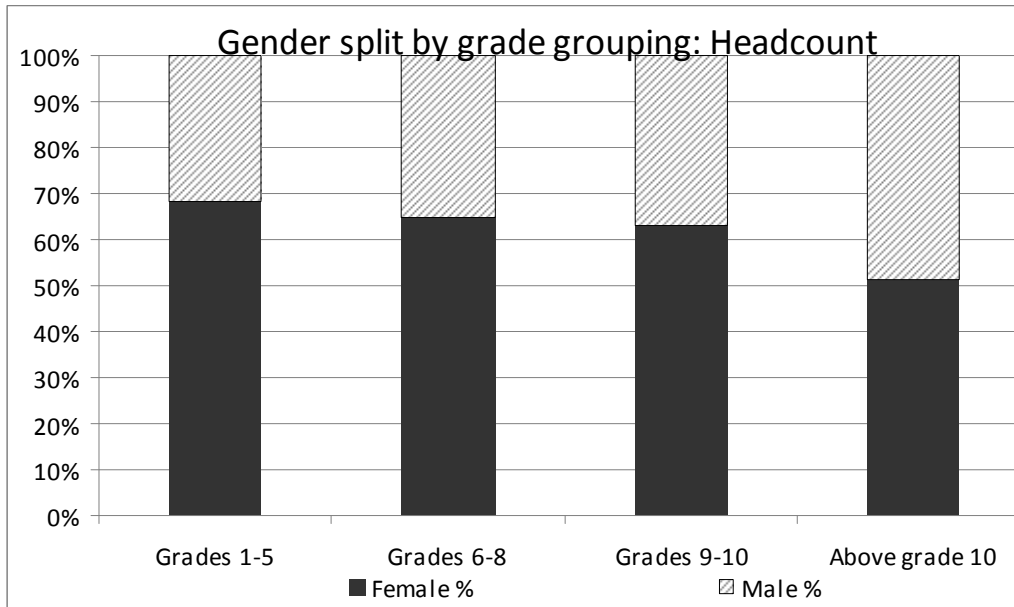


**Appendix 7: Proportion of males and females in low pay Greater Manchester 2004 – 2014**



Source: Annual Survey of Hours and Earnings, ONS  
Note: Dotted line represents the pre-recession trend

**Appendix 8: Manchester City Council employees gender split by grade groupings (headcount)**



Headcount	F		M		Grand Total
	Number	Female %	Number	Male %	
Grades 1-5	2528	68%	1171	32%	3699
Grades 6-8	1662	65%	912	35%	2574
Grades 9-10	339	63%	199	37%	538
Above grade 10	128	51%	122	49%	250
Grand Total	4657	66%	2404	34%	7061

Source: HROD, Manchester City Council