



Consultation response

The Mayor of London's Economic Development Strategy

Submitted to the Mayor of London

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Understanding and supporting
women and their organisations

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About the Women's Resource Centre

The Women's Resource Centre (WRC) is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision makers on behalf of the women's not-for-profit sector for improved representation and funding.

Our members work in a wide range of fields including health, violence against women, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

There are over ten thousand people working or volunteering for our members who support almost half a million individuals each year.

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Introduction

As the Mayor sets out his new strategy for the economic development of London we are pleased he has acknowledged the important role of the third sector as a partner in the implementation of his plans. Having recognised voluntary organisation's unique reach into sections of London's diverse communities; we encourage the Mayor to use voluntary and community organisations (VCOs) as a valuable resource and employ the knowledge and expertise he has at his disposal. We believe that women's VCOs can act as intermediaries bringing political institutions and people together and help ensure his programmes serve and are sensitive to women's needs.

All efforts to achieve his economic objectives must be underpinned by consideration of issues of equality and diversity and impact assessments should be conducted at all stages of the strategy. To extend opportunity to all women the Mayor must acknowledge the diversity of female experience and multiple forms of discrimination that compound women's disadvantage. In order to effectively assist women, the Mayor must provide policy solutions that tackle both practical problems and the structural inequalities women face both outside and within the workplace. Whilst we welcome measures to remove barriers to female employment; increased job opportunities must be paired with adequate wages in order to help improve the lives of women. Paid work must be supplemented by a combination of financial support through adequate benefits, good public services and affordable childcare to help lift women and their children out of poverty.

We are pleased with the Mayor's emphasis on sustainable solutions and encourage him to commission services intelligently whilst considering the social value of investments to increase cost effectiveness. Women's VCOs can play a vital part in tackling the causes and consequences of deprivation and provide routes into employment via volunteering and offering training and skills opportunities.

'Value for money'

To provide innovative solutions to London's challenges the Mayor must engage service users and VCOs in both planning and commissioning processes. Effective service delivery is dependent upon intelligent commissioning and the Mayor should adopt a funding mix (an assortment of grants and commissioning) to allow flexibility in meeting needs. Unconstrained by tightly specified service specifications, grants give community groups and service users a sense of autonomy and an opportunity to display creativity and build services that meets the needs of their service users¹.

To maximise the money he spends the Mayor will need to invest resources where it has the most effect. When making investment decisions he must adopt a broad concept of 'value' to ensure consideration of the social contribution of services. Analysis of the social return on investment (SROI) will allow him to have a holistic understanding of the impact of services and assess social, environmental and economic costs and benefits. The contributions of the Mayor's partners cannot be solely captured by rigorous monetary evaluations and examination of SROI will allow VCOs to demonstrate the positive externalities of their work such as cross sector savings. Endorsed by the Office of the Third Sector; SROI is an effective tool to assist with political body's decision making processes and ensure effective monitoring and evaluation. As shown by SROI research conducted by the New Economics Foundation (NEF) VCOs often yield greater value than their initial level of investment and women's organisations in particular have been shown to generate as much as £14 of social value to society for every £1 invested in services². As an important part of commissioning processes, we ask that the Mayor provides an explicit definition of 'value for money' in line with Treasury guidelines.

¹ NAVCA, Sustaining Grants: Why local grant aid is vital for a healthy voluntary and community sector and thriving local communities, June 2007

²New Economics Foundation, A Better Return: Setting the foundations for intelligent commissioning to achieve value for money appendices, January 2009, p16
http://www.neweconomics.org/sites/neweconomics.org/files/A_Better_Return_appendices.pdf

We are extremely pleased that the Mayor has emphasised sustainability as a central theme of his strategy. Problems such as poverty can affect women throughout their lifecycles so sustainable solutions are an important component in taking and keeping Londoners out of poverty. In areas such as employment intended results will not be instant and soft outcomes such as raising individual's self esteem will play an important role in integrating individuals into the labour market. When examining the success of the strategy; the Mayor should employ an assortment of indicators to signpost progression towards its goals.

Female poverty

In outlining his plans to end child poverty the Mayor has expressed his commitment to help parents out of deprivation. Whilst we warmly welcome these proposals we believe that acknowledging the gendered nature of this issue and its disproportionate effects on women is an important part of allocating resources appropriately.

Female poverty and child poverty are inextricably linked, to achieve the aim of eradicating child poverty by 2020 the GLA must commence an ongoing effort to address disadvantage faced by women. Research conducted by the Fawcett Society estimates that mothers low incomes is the source of 70% of child poverty³. Lone mothers in particular are more susceptible to deprivation due to a lack of financial support from a partner; and are more likely to be reliant on public benefits such as income support⁴. Labelled the 'managers of poverty', women often shoulder the main effects of poverty and deny themselves basics to protect their children from its impact⁵. Women's increased financial responsibilities for family income may also mean that they are more likely to undertake informal work

³ Fawcett Society, *Fawcett Launches New Campaign: 'Keeping Mum'*, 12th May 2008
<http://www.fawcettsociety.org.uk/index.asp?PageID=658>

⁴ Greater London Authority, *Women in London's Economy*, February 2008, p14
http://www.london.gov.uk/mayor/economic_unit/docs/womenlondoneconomy2008.pdf

⁵ Women's Budget Group, *Women's and Children's Poverty: Making the Links*, March 2005, p3
<http://www.wbg.org.uk/documents/WBGWomensandchildrenspoverty.pdf>

and be vulnerable to exploitation as a means to support children.⁶ Poverty can present an increased likelihood of social exclusion and stress created by financial strain can have detrimental effects on women's physical and mental health⁷. Individuals experiencing poverty can often become entrapped in a tautological cycle of the causes and consequences of poverty which hinder their lives and their ability to lift themselves out of financial hardship⁸.

Analysis of ethnicity is an integral feature in addressing and examining women's poverty, '40% of ethnic minority women live in poverty'⁹ and this is matched by corresponding experiences by their children¹⁰. Deprivation levels differ significantly between ethnic groups and indicate the diversity of the female experience. Compounded by racial and sexual discrimination, ethnic minority women experience disadvantage in the labour market and remain overrepresented in low skilled employment¹¹. For many women cultural and language barriers can impede their access to public services to support them and their needs often remain unacknowledged by mainstream providers¹². To successfully address women's poverty the Mayor must acknowledge the diversity of the female experience and engage users in the design and delivery of services. To tackle women's poverty the Mayor must seek to remove structural inequalities

⁶ TUC, *Women and the Recession, January 2009: How will the recession affect women at work?* TUC, p7 <http://www.tuc.org.uk/extras/womenandrecession.pdf>

⁷ Women's Budget Group, *Women's and Children's Poverty: Making the Links*, March 2005, piii <http://www.wbg.org.uk/documents/WBGWomensandchildrenspovetry.pdf>

⁸ Women's Budget Group, *Women's and Children's Poverty: Making the Links*, March 2005, p3 <http://www.wbg.org.uk/documents/WBGWomensandchildrenspovetry.pdf>

⁹ Poverty pathways: ethnic minority women's livelihoods, Zohra Moosa with Jessica Woodroffe, Oxfam and the Fawcett Society, June 2009. <http://www.fawcettsociety.org.uk/documents/Povertypathways.pdf>

¹⁰ Poverty pathways: ethnic minority women's livelihoods, Zohra Moosa with Jessica Woodroffe, Oxfam and the Fawcett Society, June 2009. <http://www.fawcettsociety.org.uk/documents/Povertypathways.pdf>

¹¹ Poverty pathways: ethnic minority women's livelihoods, Zohra Moosa with Jessica Woodroffe, Oxfam and the Fawcett Society, June 2009. <http://www.fawcettsociety.org.uk/documents/Povertypathways.pdf>

¹² The provision of affordable childcare Problems in the delivery of benefits, tax credits and employment services, Joseph Rowntree Foundation, 26 June 200, p16 <http://www.jrf.org.uk/publications/problems-delivery-benefits-tax-credits-and-employment-services>

such as racial disadvantage and recognize the need for minority women to run their own specific services to meet their individual needs. Failure to address the causes of female underemployment promotes economic inefficiency due to the misuse of women's skills; promoting equality will help increase productivity and the overall competitiveness of London's workforce.

Women's VCOs are a vital gateway into accessing ethnic minority communities, and services that are led 'by and for' women are an effective way of increasing effective service delivery as staff have greater cultural sensitivity and greater success in reaching members of their communities¹³. Holistically addressing the sources of women's poverty; VCOs provide a supportive environment in which women can discuss more sinister causes of their financial disadvantage such as abusive relationships. Women's groups can provide a forum for the personal development and empowerment of females and provide routes into employment by raising women's confidence¹⁴. Volunteering opportunities created by VCOs can also increase readiness for work; Women's Resource Centre studies have shown that 11% of Chief Executives in their member organisations started out as service users¹⁵.

PATHWAYS OUT OF POVERTY

Paid employment

As the Mayor seeks to increase the productivity of London's economy, the entry of workless women into employment poses the largest potential increase of workers into London's labour force. Promotion of equality to facilitate female participation in employment is underlined by a clear business case for increasing economic

¹³ Women's Resource Centre, Why Women? Report, March 2006, p47
http://www.wrc.org.uk/includes/documents/cm_docs/2008/w/wrcwhywomenreport.pdf

¹⁴ Women's Resource Centre, Why Women? Report, March 2006,
http://www.wrc.org.uk/includes/documents/cm_docs/2008/w/wrcwhywomenreport.pdf

¹⁵ Women's Resource Centre, Why Women? Report, March 2006,
http://www.wrc.org.uk/includes/documents/cm_docs/2008/w/wrcwhywomenreport.pdf

efficiency, the economy can benefit from using an untapped resource of women's skills and providing London's employers with a broad range of skilled workers.

To lift women out of poverty and into employment the Mayor must understand and address sources of female disadvantage. Whilst his strategy seeks to promote paths into employment as a route out of hardship; it is vital to note that work is not always sufficient to lift families out of poverty due to low wages. Labelled as a 'poverty threshold wage'¹⁶ by the GLA; almost half (47%) of all part-time staff working in London and 15% of full-time workers are still paid less than the London Living Allowance of £7.60¹⁷. Women are largely represented in part-time roles¹⁸ and often work in areas of the service sector where the living wage is not in place¹⁹. In part-time positions women endure not only low pay but fewer supervisory opportunities and prospects for career progression²⁰. These factors have long lasting implications as this can help confine them into low paid jobs and lead to an increased likelihoods of poverty later in life due to more limited national insurance contributions²¹.

Whilst the Mayor does not have the power to enforce the living wage on London's businesses; we encourage him to continue to campaign on this issue and stress to industry the social and business cases for paying the living wage and improving the quality of life of Londoners. In order to lead by example, the Mayor should continue to include the payment of the wage in GLA procurement practices and ensure contractors to pay the London living wage to their employees. By

¹⁶ GLA Economics Living Wage Unit, *A Fairer London: The 2009 Living Wage in London*, 2009 http://www.london.gov.uk/mayor/economic_unit/docs/living-wage-2009.pdf

¹⁷ GLA Economics Living Wage Unit, *A Fairer London: The 2009 Living Wage in London*, 2009 http://www.london.gov.uk/mayor/economic_unit/docs/living-wage-2009.pdf

¹⁸ Office for National Statistics, 16 December 2009, Labour Market-Employment Statistics, <http://www.statistics.gov.uk/cci/nugget.asp?ID=12>
<http://www.tuc.org.uk/extras/womenandrecession.pdf>

¹⁹ Joseph Rowntree Foundation, Low pay, household resources and poverty, 17 November 2004, p13 <http://www.jrf.org.uk/sites/files/jrf/1859352588.pdf>

²⁰ Greater London Authority, *Women in London's Economy*, February 2008, p38 http://www.london.gov.uk/mayor/economic_unit/docs/womenlondoneconomy2008.pdf

²¹ TUC, *Women and the Recession, January 2009: How will the recession affect women at work?* TUC, p8 <http://www.tuc.org.uk/extras/womenandrecession.pdf>

promoting best practice the Mayor can play an important role in changing social attitudes.

Benefits

As the Mayor seeks to use benefits and support programmes to assist women into work; women's VCOs can play an important role in accessing hard to reach groups and dispensing information to women about financial assistance available to them. VCOs can help individuals to surmount problems such as language barriers and navigate them through the complex system of benefits to ensure they acquire the help that they need. Department of Work and Pensions statistics on the take-up of income-related benefits indicate that between £6,000 million and £10,000 million of income related benefits were left unclaimed in 2007-08²². To ensure that financial aid reaches its recipients, the Mayor's Office must carefully consider the standards of its written communications and ensure that it engages with grassroots community organisations to ensure that this information is delivered. Studies by the Joseph Rowntree Foundation on problems in service delivery of benefits and tax credits indicates that new communities often face practical and personal barriers such as a lack of information, lack of time to participate due to working hours and barriers to their recognition²³. Women's organisations can play an important role in closing these gaps in knowledge and can assist the increased political participation of new communities to ensure acknowledgement of their needs.

It is paramount that women receive adequate benefits which enable them not to exist in poverty. For many female refugees who are not allowed to work due to their immigration status, benefits can be a lone lifeline for financial survival²⁴.

²² Department of Work and Pensions, Summary of Key Results for 2007-08 ,
http://research.dwp.gov.uk/asd/income_analysis/jun_2009/0708_Summary.pdf

²² Women's Budget Group, Women's and Children's Poverty: Making the Links, March 2005,
<http://www.wbg.org.uk/documents/WBGWomensandchildrenspoverty.pdf>

²³ The provision of affordable childcare Problems in the delivery of benefits, tax credits and employment services, Joseph Rowntree Foundation, 26 June 2008
<http://www.jrf.org.uk/publications/problems-delivery-benefits-tax-credits-and-employment-services>

²⁴ Mayor of London, Missed opportunities: A skills audit of refugee women in London from the teaching, nursing and medical professions, December 2002. Pi-pii

Increased benefits are essential to alleviate the poverty of families most in need; studies by the Daycare Trust have highlighted the particular importance of providing greater benefits to families whose children who have disabilities²⁵. Parents who care for a disabled child experience higher difficulty in securing suitable childcare for their children and due to greater care needs this can significantly impact on their employment²⁶. Women who have larger families also similarly experience the need for greater benefits as the same rate of child benefit is not received for all children, and younger children do not receive the same as the oldest child²⁷.

Women's VCOs can play an essential role in providing training and employment opportunities for women who are on long term benefits. Integrating those who are furthest from the labour market, women's organisations can provide a vital role in increasing women's skills and supporting them into employment²⁸.

Affordable childcare

Having children significantly affects women's labour market participation; women with children are less like to be employed than those without children²⁹ and the accessibility of affordable childcare can limit their employment opportunities.³⁰ In many households domestic duties such as child care and housework are still seen as women's responsibility and more women may choose part-time or flexible

http://www.london.gov.uk/mayor/refugees/docs/skills_rpt.pdf

²⁵ Daycare Trust and London Development Agency, Listening to parents of children with disabilities and special educational needs,.

http://www.daycaretrust.org.uk/data/files/Research/Lda_listening_to_parents_report.pdf

²⁶ Daycare Trust and London Development Agency, Listening to parents of children with disabilities and special educational needs,.

http://www.daycaretrust.org.uk/data/files/Research/Lda_listening_to_parents_report.pdf

²⁷ Child Poverty Action Group, Make Child Benefit Count, <http://www.cpag.org.uk/press/171106.htm>

²⁸ Women's Resource Centre, Why Women? Report, March 2006,

http://www.wrc.org.uk/includes/documents/cm_docs/2008/w/wrcwhywomenreport.pdf

²⁹ Office of National Statistics; Gender: Work and Family, 6 September 2008

<http://www.statistics.gov.uk/cci/nugget.asp?id=1655>

³⁰ Greater London Authority, *Women in London's Economy*, February 2008, p10

http://www.london.gov.uk/mayor/economic_unit/docs/womenlondoneconomy2008.pdf

employment as a way of balancing paid work with domestic responsibilities³¹. This may limit the roles they will apply for and decrease the number of suitable jobs available to them³². To alleviate women of childcare responsibilities and promote greater equality; the Mayor must encourage employers across all industries to extend their levels of flexible working practices to men and women. This action will allow parents to shape their work patterns to accommodate childcare and will be an important step towards tackling the inequitable division of labour within the home. We would welcome more detailed comments on precisely how the Mayor intends to influence the provision of childcare.

The Daycare Trust Child Cost Survey for January 2009 shows that the typical cost of a full-time nursery place for a child under two in Inner London is £226 a week; approximately a third more than the English regional average of £167³³. For women with limited access to informal childcare resources such as extended family, incentives to enter work are often reduced by the high cost of childcare as well as the high cost of living within the capital.³⁴ To increase the level of mothers in employment the Mayor must address the disparity between the cost of living and level of wages within London to create significant change.

Alongside the plan of supporting women to access childcare, we must emphasise the importance of allowing choice in their decision to work. Women must not be pressurised into the workplace when many may wish to prioritise their children's care over paid employment. Although the financial value of being a 'stay at home mum' remains unacknowledged by the formal economy it can be of significant

³¹ TUC, *Women and the Recession, January 2009: How will the recession affect women at work?* TUC, p8 <http://www.tuc.org.uk/extras/womenandrecession.pdf>

³² TUC, *Women and the Recession, January 2009: How will the recession affect women at work?* TUC, p8 <http://www.tuc.org.uk/extras/womenandrecession.pdf>

³³ Daycare Trust, Child Cost Survey 2009, http://www.daycaretrust.org.uk/data/files/Policy/costs_survey_2009.pdf

³⁴ Greater London Authority, *Women in London's Economy*, February 2008, P9, http://www.london.gov.uk/mayor/economic_unit/docs/womenlondoneconomy2008.pdf

personal value to parents and working is not always in the interests of mothers or their dependents at different stages in time.³⁵

Improving skills

Apprenticeships feature heavily in the Mayoral plans to provide skills for employment however they are particularly gendered and mirror larger trends of inequality found in the broader labour market³⁶. The gender pay gap in apprenticeships is 26%, and women are more likely to be in lower level apprenticeships and receive lower pay³⁷. Women remain heavily underrepresented in professions involving manual trades and technology and in 2006/2007 accounted for just 2.5% of engineering apprentices whilst comprising 97.1 per cent of apprentices studying children's care³⁸.

Traditionally apprenticeships have been catered towards males and 'while a significant number of apprenticeship places have opened up for women, this is not the case in the traditionally male dominated sectors, which also tend to be higher paid'³⁹. The small levels of women entering science, engineering and technology exacerbate skills shortages in these sectors and diminish the productivity of organisations and reduce their competitiveness in the global market⁴⁰.

³⁵ Women's Budget Group, Women's and Children's Poverty: Making the Links, March 2005, p13 <http://www.wbg.org.uk/documents/WBGWomensandchildrenspoverty.pdf>

³⁶ Still (more) better paid jobs for the boys, Apprenticeships and gender segregation. TUC 2008 <http://www.tuc.org.uk/extras/genderreport.pdf>

³⁷ Still (more) better paid jobs for the boys, Apprenticeships and gender segregation. TUC 2008 <http://www.tuc.org.uk/extras/genderreport.pdf>

³⁸ Still (more) better paid jobs for the boys, Apprenticeships and gender segregation. TUC 2008 <http://www.tuc.org.uk/extras/genderreport.pdf>

³⁹ Still (more) better paid jobs for the boys, Apprenticeships and gender segregation. TUC 2008 <http://www.tuc.org.uk/extras/genderreport.pdf>, p2

⁴⁰ National Skills Forum, Closing the gender skills gap, A National Skills Forum report on women, skills and productivity, February 2009. http://www.policyconnect.org.uk/docs/content/closing_the_gender_skills_gap-1.pdf

To enhance economic productivity the Mayor must promote gender equality to ensure the supply of a skilled workforce to meet business demand.

As the precursor to full paid employment it is imperative that the Mayor tackles gender inequality in apprenticeships. Occupational segregation in training programmes will perpetuate gender divisions in the wider labour market and unequal pay will reinforce the financial disadvantage of women. The Mayor must encourage men and women to apply for apprenticeships across a more diverse range of industries and promote their entry into apprenticeships where either gender is underrepresented.

Equality in employment

To effectively integrate more women into employment the Mayor must focus his efforts on addressing gender inequality. Throughout the UK women are paid 16.4%⁴¹ less than men and in sectors such as financial services the gap is far higher⁴². Whilst women outperform men at all levels of education⁴³ they still remain largely clustered into a relatively narrow range of lower level (often low-paying) occupations⁴⁴. To enhance the city's competitiveness we must harness female talent and close the gap between their educational attainment and achievements in employment. As London prepares to promote its self as a global centre for business the issue of occupational segregation and empowering women to promote economic engagement becomes ever more important.

⁴¹ Office for National Statistics, Gender Pay Gap, 12 November 2009, <http://www.statistics.gov.uk/cci/nugget.asp?id=167>

⁴² Equality and Human Rights Commission 2009, Employment and Earnings in the Financial Sector: A Gender Analysis, http://www.equalityhumanrights.com/uploaded_files/download__finance_gender_analyis_research.pdf

⁴³ Office for National Statistics, Gender-Education, November 2007 <http://www.statistics.gov.uk/cci/nugget.asp?id=434>

⁴⁴ TUC, *Women and the Recession, January 2009: How will the recession affect women at work?* TUC, p8 <http://www.tuc.org.uk/extras/womenandrecession.pdf>

At present the Mayor's planned interventions to provide business support and encourage business growth within London stand to disproportionately and more directly benefit men. Nearly three quarters of the 3.8 million self employed people in 2008 were men, a proportion that has remained the same since early 1997⁴⁵. To extend opportunity to the entire population the Mayor must ensure that women have a chance to share in this economic prosperity and his policies must promote gender equality and create more opportunity for women to establish their own businesses.

The promotion of gender equality has clear economic benefits and by addressing female underemployment the Mayor can capitalise on women's existing skills. Refugees and asylum seekers in London are a key example of a pool of female talent that remains largely untapped. For women whom English is not their first language, language barriers may obstruct them from translating their existing skills into employment⁴⁶. For many migrant communities a lack of recognition of foreign qualifications in professions can also impede entry into their former fields of work⁴⁷. To invest his money most effectively the Mayor must ensure that greater employment support is provided to refugees and that professionals such as doctors are granted the opportunity to qualify to practice in the UK. These women can be used to meet skills shortages in London's industries and allow businesses to select from a broader skilled workforce.

Whilst the Mayor's economic strategy focuses on increasing the supply of labour, it omits mention of a major obstacle to employment, discrimination. Studies by the Women and Work Commission have highlighted discrimination against women in recruitment⁴⁸ and over 30,000 women every year lose their jobs as a result of

⁴⁵Office for National Statistics, Gender-Working Lives, 26 September 2008
<http://www.statistics.gov.uk/CCI/nugget.asp?ID=1654>

⁴⁶ Mayor of London, Missed opportunities: A skills audit of refugee women in London from the teaching, nursing and medical professions, December 2002. Pi-pii
http://www.london.gov.uk/mayor/refugees/docs/skills_rpt.pdf

⁴⁷ Mayor of London, Missed opportunities: A skills audit of refugee women in London from the teaching, nursing and medical professions, December 2002. Pi-pii
http://www.london.gov.uk/mayor/refugees/docs/skills_rpt.pdf

⁴⁸ Recruitment Employment Confederation, 2005, cited in Women and Work Commission, 2006, *Shaping a Fairer Future*, p. 29.

pregnancy discrimination⁴⁹. For many women gender discrimination is compounded by intersectional discrimination due to additional parts of their identity such as age, race, disability and sexual orientation⁵⁰. TUC studies on race indicate that despite having high level of qualifications black women in particular experience discrimination throughout all stages of employment and are more vulnerable to dismissal than most groups.⁵¹

Action against discrimination is essential to ensuring equality of opportunity for Londoners. As the Mayor of the most diverse city in the UK, we encourage the Mayor to express support for the Single Equalities Bill currently seeking passage through the House of Lords. We believe that the Mayor can tackle discrimination by being an advocate for equality and we encourage him to include equality in commissioning processes. Using equality as the cornerstone of his strategy; the Mayor can promote best practice by promoting an equal opportunities policy and conducting evaluations of equality in the workforce of service providers. We would welcome further comments from the Mayor on how he plans to reach groups who are currently experiencing inequality.

⁴⁹ Fawcett Society, Pregnancy Discrimination, 2009
<http://www.fawcettsociety.org.uk/index.asp?PageID=644>

⁵⁰ Equalities Commission, 2007, Fairness and Freedom: The Final Report of The Equalities Review, p64 http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/28_02_07_equality.pdf

⁵¹ Thiranagama, Narmada, 2009, The Single Equality Bill and Employment: What it Means for Racial Equality, inside ROTA, 2009, Policy & Race, Issue 2: The Single Equality Bill and Race Equality. September 2009.

SUMMARY OF RECOMMENDATIONS

The WRC welcomes the Mayor's economic development strategy although we have some key concerns. We recommend that the Mayor:

- Commissions services intelligently and provides an explicit definition of 'value for money' in line with Treasury guidelines within his economic plans;
- Promotes equality and diversity throughout his strategy and conducts equality impact assessments at all stages;
- Recognises the diversity of female experience and the unique role of women's VCOs in meeting women's needs;
- Utilizes the expertise of Women's VCOs and recognize their role in assisting women out of poverty and into employment,
- Assists women into employment by providing adequate wages and benefits, good public services and access to affordable childcare;
- Provides sustainable solutions to address the multiple forms of disadvantage which women face; and
- Addresses issues of female unemployment and underemployment and capitalises on their skills and encourages them to reach their full potential.