



## Making Devolution Work for Women West Midlands Data Report

July 2018

Fawcett Society, BVSC, West Midlands Women's Voice

### Summary

Women remain under-represented across public life. Devolution deals and metro mayors offer a new way forward for public services and economic growth – but so far they have not offered change on women's representation. To deliver on that vision for devolution, women's voices must be heard.

At the top table of Metro Mayor Andy Street's West Midlands Combined Authority (WMCA), just one of the 30 people who hold a vote on West Midlands (WM) policy is a woman. If we include chief executives, who are in the discussion but not formal voting members, just 21% of people around the table are women – so the 51% of people in the West Midlands who are women are not represented.

That under-representation means that there is a risk that issues that disproportionately affect women may be left by the wayside. That is why the Fawcett Society, working in partnership with Birmingham Voluntary Service Council (BVSC) and West Midlands Women's Voice, have kicked off "Making Devolution Work for Women". The Mayor and Combined Authority needs to hear the diverse voices of women and girls about the public services that affect their lives if they want to make the West Midlands a growing economy which is inclusive of all of its residents.

This report represents a first look at data on key public services in the West Midlands, which are part of the devolution policy debate at differing levels.

We look at **employment and skills**, an area which is key to the new Mayor's economic regeneration plans. Worryingly, we find that WM has a widening gap of 12.4% in the proportion of women and men who are employed, even as that gap is closing nationwide. The gap is even greater for BAME women. While the WM gender pay gap is similar to the level across the UK, progress to close it remains slow.

Our new data shows that there is also substantial gender gap in subject choices, often in shortage areas that are key to WM growth. Women make up just 1% of construction and 8% of engineering apprentices – but the majority of health and care trainees.

We look at **care** – both for adults and children – and find that women are overrepresented in both unpaid care and the social care workforce. 23% of that social care workforce in the region is on a zero-hours contract. 28% more women than men provide unpaid care in the West Midlands, and the sufficiency of childcare is worse than in the UK as a whole.

Finally we look at **transport**. Up-to-date West Midlands data is scarce here, which ought to be remedied. But the national trend shows that women use different modes to men and in different ways, making the case for a gendered lens on transport. Women use buses more, and rail and bicycles less.

Overall, this research uncovers that there are still substantial inequalities in the region, which are a threat to overall productivity as well as holding back the women who face them.

The Fawcett Society's polling finds that 73% of women and 70% of men in the Midlands agree that a more gender equal society would be better for the economy - and 66% of women in the region feel that more needs to be done to achieve equality.<sup>1</sup> We call on the Mayor and the Combined Authority to listen to their voices, and make the struggle for gender equality central to their work.

### **What should happen next?**

The data in this briefing demonstrates that when we look at the different outcomes women and men experience, issues (and potential ideas for solutions) arise which may not be apparent otherwise. That is why it is vital to do so at an early stage when designing public policy. That process is known as an 'Equality Impact Assessment', or EqIA, which looks at the full range of protected characteristics<sup>2</sup> and is also required in order to fully meet the Public Sector Equality Duty laid out in the Equality Act 2010. Too often public bodies do not publish these assessments so that they can be scrutinised, if they are in fact conducted in the first place.

### **We are calling on the Mayor and the WMCA to commit to conducting and publishing an EqIA for each of their strategies and policy approaches in the future.**

This report forms part of larger project which will, bring together the ideas and voices of women in the West Midlands to make further recommendations for change in the coming year. But gathering, and publishing, the data is a vital first step to making the West Midlands the best place in the UK to be a woman.

### **We want to hear a commitment from the Mayor and WMCA to listening to women's voices and acting on the insights that emerge from their contributions to this project**

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<sup>1</sup> Polling by Survation for the Fawcett Society, <http://survation.com/archive/2016-2/>

<sup>2</sup> Which includes age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, alongside sex.



## About us

**The Fawcett Society** is the UK's leading charity campaigning for gender equality and women's rights. Our vision is of a society in which women and girls in all their diversity are equal and truly free to fulfil their potential creating a stronger, happier, better future for us all. We publish compelling research to educate, inform and lead the debate; we bring together politicians, academics, grassroots activists and wider civil society to develop innovative, practical solutions; and we campaign with women and men to make change happen.

**BVSC** is a charity that supports voluntary action in Birmingham and surrounding areas by providing an environment where organisations and community groups can pursue their aims and thrive. With more than 1,000 members drawn from Birmingham's vibrant voluntary and community sector, our mission is to help people to build and benefit from a fair and equitable Birmingham.

**West Midlands Women's Voice** are women working together to support the West Midlands Combined Authority in setting an agenda for economic growth and better social welfare - with the role of women central to this new political and economic forum. Our group represents businesses across the sector as well as the arts – all wanting a say in WMCA strategy.

**"Making Devolution Work for Women"**: Devolution represents an opportunity to do things differently - but we need to make women's voices heard for it to work.

That's why Fawcett are working with local partners over the next year to bring women together in Greater Manchester and the West Midlands, to ensure diverse women's voices are heard and that policy makers make decisions to advance gender equality.

This project is funded by the Smallwood Trust and the Barrow Cadbury Trust.



## Context

### Representation

Women remain under-represented across public life. That is true at Westminster, where just 32% of MPs are women - 34% of amongst MPs from the West Midlands.<sup>3</sup> It is also true in our local councils. Just 34% of West Midlands councillors are women.<sup>4</sup> This under-representation too often means that women are not heard in debates about policy which affect them.

Last year saw a new level of government set up in six different areas across the country<sup>5</sup> – the 'Metro Mayors'. They govern alongside each area's Combined Authority, which is made up mostly of council leaders from across the region that the Mayor has responsibility for. Metro Mayors have powers over skills training for adults and back-to-work support, support for businesses, over transport, and planning.

Fawcett's previous reports have shown that the Combined Authorities, as they existed before the Mayoral elections, had a real dearth of women, with just 28% of "Northern Powerhouse" leadership roles held by women.<sup>6</sup>

In May last year, the West Midlands (WM) city region area elected a man, Andy Street, as did all six of the areas with a new Metro Mayor. His new Chief Executive is a woman, Deborah Cadman. Seven councils make up the core of the West Midlands Combined Authority (WMCA),<sup>7</sup> and all of their council leaders are men. Only three of those councils have women as their chief executive. If we include chief executives, only 4 out of 15, or 27%, of those involved in the discussions that take place at combined authority level are women.

The WMCA also has ten 'non-constituent authorities', which are council areas with fewer voting rights,<sup>8</sup> and three Local Economic Partnerships,<sup>9</sup> which are also members. Across all of the Mayors, council leaders, and chairs of these groups, just one – Cllr Izzi Seccombe in Warwickshire – is a woman. That means just one voting member, out of the 21 leaders on the Combined Authority, is a woman; and including the second attendees allocated to Constituent Authorities just one out of 30 voting members is a woman. Including chief executives in the figure, just 9 out of 42 or 21% of people around the table are women.<sup>10</sup>

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<sup>3</sup> Fawcett Society analysis

<sup>4</sup> Fawcett Society, (2017), *Does Local Government Work for Women? Interim Report*

<sup>5</sup> Greater Manchester, Liverpool City Region, Cambridgeshire and Peterborough, Tees Valley, West Midlands, and West of England.

<sup>6</sup> Jemima Olchawski and Polly Trenow, (2016), *The Northern Powerhouse: An analysis of women's representation*, Fawcett Society

<sup>7</sup> Birmingham, Coventry, Dudley, Sandwell, Solihull, Walsall, and Wolverhampton

<sup>8</sup> Cannock Chase, North Warwickshire, Nuneaton and Bedworth, Redditch, Rugby, Shropshire, Stratford-on-Avon, Tamworth, Telford and Wrekin, and Warwickshire County Council

<sup>9</sup> Black Country LEP, Coventry and Warwickshire LEP, and Greater Birmingham and Solihull LEP

<sup>10</sup> All figures taken from the WMCA website, accessed 22 June 2018

## Voice

We do not doubt that those women are working hard to get women's voices heard, or that men can positively represent women's interests or seek to give them a platform. But a better balance makes the consideration of women's perspectives more likely, and it remains the case that under-representation means there is a risk that issues that disproportionately affect women may be left by the wayside, and that policy-makers will not take sufficient account of gender when making decisions about public services.

That is why the Fawcett Society, working in partnership with BVSC and West Midlands Women's Voice, have kicked off "Making Devolution Work for Women" in the West Midlands, alongside work in Greater Manchester. It is important that we have the facts available about the experiences of women. So this project will combine analysis of data on how services affect women and men differently, grassroots collaboration with local women and community organisations, and detailed policy analysis.

Combining these elements, we aim to enable diverse women and girls to effectively make their voices heard about the public services that affect their lives. We hope that this project will provide valuable evidence and insight to the new Mayor and the WMCA as they develop plans that will impact the lives of millions of women in the region.

## Employment and Skills

### Employment

- The West Midlands has a gender employment gap of 12.4% - wider than the UK, and it is widening while the UK's gap closes
- 'Girl jobs and boy jobs' persist in West Midlands apprenticeships – just 1% of construction apprenticeships are taken by women
- Only 10% of better-paid jobs in the wider West Midlands economy are advertised as flexible – making it harder for those with caring responsibilities.

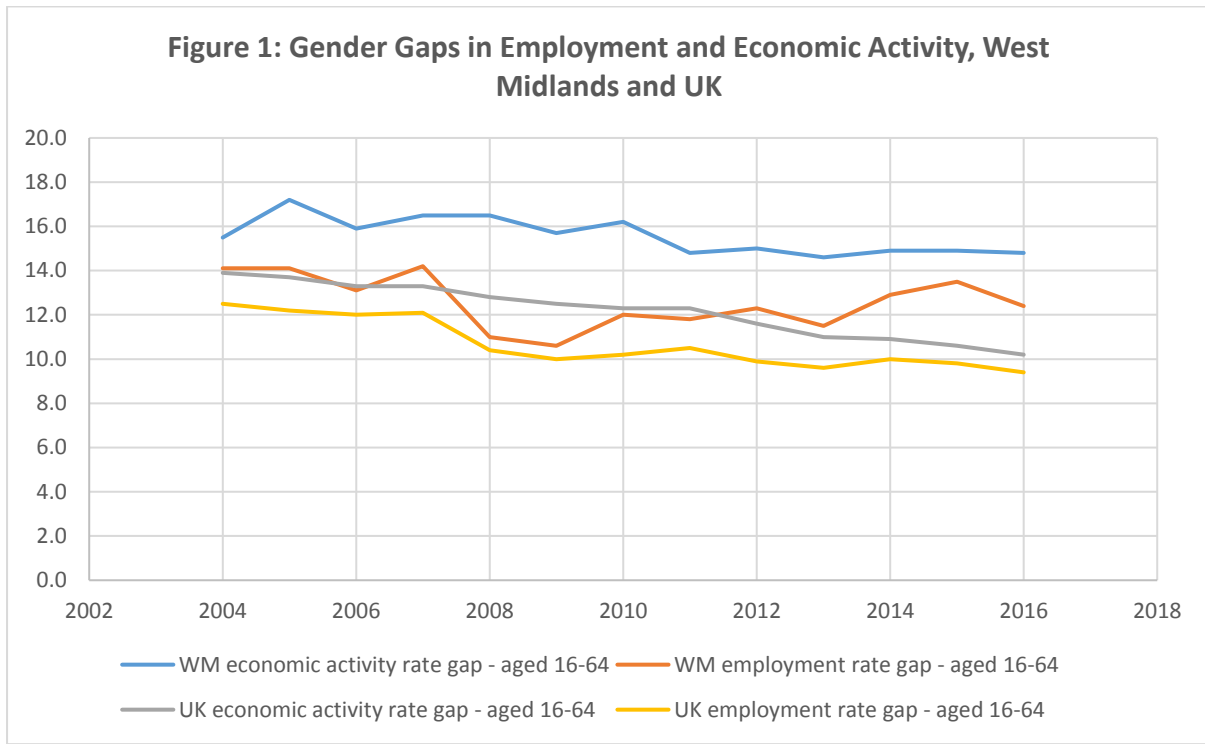
Women are less likely to be employed than men in the West Midlands (WM) – 73.2% of men aged 16-64 were employed in 2017, compared with 60.8% of women, leaving a gender gap of 12.4% (Figure 1). This gap is larger than in the UK as a whole, where the gap is 9.4%, and women in the UK as a whole are much more likely to be employed with a 69.7% employment rate. While it has fallen elsewhere in the country, since the financial crash the employment gap has risen in the West Midlands, rising from 10.6% in 2010.

In raw numbers, there are almost 108,000 fewer women than men employed across the city region – almost as many women as live in Solihull.<sup>11</sup> Women are also less likely than men in

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<sup>11</sup> ONS, (2017) *Annual Population Survey*, accessed via [www.nomisweb.co.uk](http://www.nomisweb.co.uk)

WM to be “economically active”, that is, either in work or looking for a job,<sup>12</sup> and as with employment, the picture is worse than across the UK, and has improved more slowly.



Ethnicity also has an impact on women’s employment rates. While the employment rate among white women in the West Midlands is 67.8%, amongst all ethnic minority women it is much lower at 48.5%. Black and Black British women have an employment rate of 56.8%, while Pakistani and Bangladeshi women’s employment is lower at 35.7%.<sup>13</sup>

Women in the West Midlands are also much less likely to start their own business than men in the area. Only 6.8% of women who are in work in the city region are self-employed, compared with 16.1% of employed men.<sup>14</sup> Often self-employment can be low paid, so this lower proportion is not necessarily negative for women’s economic equality.<sup>15</sup>

Self-employment has risen by 69% amongst women in the West Midlands since the crash. While this may be because more women are choosing to go into self-employment, it may also be because changes in the jobs market, such as the rise of the gig economy, have led to more women entering insecure “false” self-employment.

<sup>12</sup> This is a term used by the Office for National Statistics and other labour market economists. It assumes that activity (like caring for children or adults) which is not either paid work or job seeking is not part of the economy, which is plainly untrue, but we are using the term here for consistency’s sake.

<sup>13</sup> ONS (2017) *Ibid.*

<sup>14</sup> ONS, (2017) *Annual Population Survey*

<sup>15</sup> Anjum Klair (2016), ‘Self-employment: Who are the new army of workers?’ , TUC Touchstone blog, <http://touchstoneblog.org.uk/2016/11/self-employment-new-army-workers/>

Women in the West Midlands are more likely than men to be classed in statistics as “economically inactive”, i.e. not working or actively looking for paid work, with a 14.8% gap on that statistic which means that 134,000 more women than men say this is the case in the region. But looking more closely at the statistics we can see that many such women are not working because of caring responsibilities, with 40.7% of “economically inactive” women, or 129,300 women, saying that they are looking after the family or home – 117,900 more than the number of men who aren’t looking for a paid job for this reason. This significantly higher than the UK overall, with just 35% of women caring responsibilities as the reason for their economic inactivity.<sup>16</sup>

### **The Gender Pay Gap**

Women in the West Midlands are paid less well than men, too. In 2017 women in the West Midlands in full-time work were paid on average 13.9% less than men in the area for each hour they worked.<sup>17</sup> Looking at full-time and part-time workers together, women were paid 16% less per hour overall. The full time gender pay gap is marginally better than across the UK, which stands at 14.1% with the overall gender pay gap slightly better than the UK on the whole, which is 17.4%.<sup>18</sup> It is good news that the West Midlands is performing a little better than the UK, but the gap remains too high. Policymakers should build on this stronger starting point and commit to closing the gap in the city region.

People working part-time in the West Midlands earn quite a lot less than those working full time – the average part-time wage is £11.12 per hour, compared with £15.23 for full-time work.<sup>19</sup> And women are much more likely to be working part-time, as across the country, primarily due to unequal levels of unpaid care work for children and older people. In the West Midlands, women are almost three times as likely to work part-time as men, with 47.1% of women working less than 35 hours per week compared with 16.2% of men – a proportion that has slightly risen over time for both women and men. More women work part-time in the West Midlands than across the UK as a whole.

The combined effect of women being more likely to work part-time, and earning less for the hours they work, is that women earn much less each year. Across the board, women in the West Midlands bring in on average £10,317 a year less than men. Looking just at full-time work they earn a total of £6,564 less.<sup>20</sup>

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<sup>16</sup> ONS (2017) *ibid.*

<sup>17</sup> Using the mean average.

<sup>18</sup> ONS (2017), *Annual Survey of Hours and Earnings (ASHE) gender pay gap tables*, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

<sup>19</sup> ONS (2017), *Annual Survey of Hours and Earnings: Hourly pay excluding overtime*; Part-time work is defined here as fewer than 30 hours per week

<sup>20</sup> ONS (2017), *Annual Survey of Hours and Earnings, Place of residence by local enterprise partnerships*. The figure for full-time workers does not include Coventry as figures for the number of female workers is statistically unreliable.

One of the Mayor's key aims is to increase productivity in the West Midlands. To help achieve that he has established a Productivity and Skills Commission.<sup>21</sup> One of the four overarching aims of the Commission is to "understand the component causes of the productivity and skills challenge..."<sup>22</sup> The gender pay gap represents a waste of women's talents - so addressing the gender pay gap is an opportunity to address the productivity gap. McKinsey state that closing the gender pay gap in the UK could add an extra £150bn to our GDP by 2025.<sup>23</sup> We outline some of the causes of the gender pay gap below.

### **Causes: 'Jobs for girls, jobs for boys'**

Within the West Midlands, women are more likely than men to be in certain jobs, and less likely to be in others – this is sometimes termed "occupational segregation". The jobs women are more likely to do are often lower paid ones, as Figure 2 shows below. There are 50% fewer women in corporate manager and director roles – meaning 24,900 fewer women managers than men in the West Midlands, in some of the best paid jobs. There are also 78% fewer women in science, research, engineering and technology roles, or 39,900 fewer women.

There are some better-paid occupations with more women in than men. These are in careers which are often stereotyped as feminine, such as teaching or health, but it is positive that these do not always have lower pay. Looking at typically lower-paid occupations, it is the roles that women are more likely to hold which are worse paid. In caring and personal services – things like social care – we have 69,300 *more* women doing those roles, six times as many as men. These roles are worse paid than, say, factory workers (Process, plant and machines operatives), earning 21% less per hour.

Looking across the board, there are 110,200 fewer women working in the 10 best-paid occupational groups, like management; science, technology, engineering and mathematics (STEM); and business – and 13,400 more women working in the 10 lowest paid occupational groups, like sales and caring. That means that in the West Midlands, women are overall more likely to be working in the lowest paid jobs than highest paid jobs.

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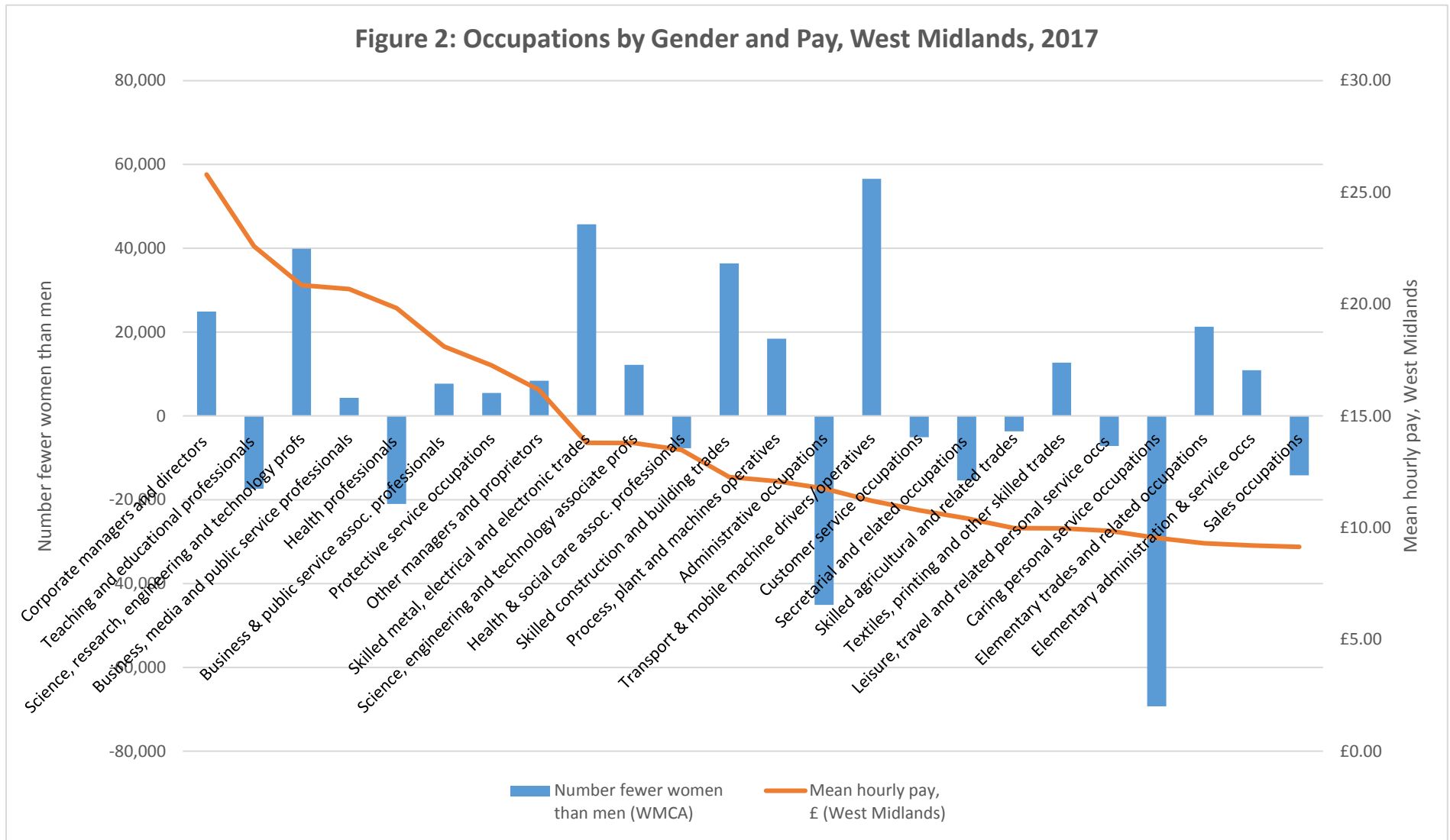
<sup>21</sup> West Midlands Combined Authority (2017), *Review and Annual Plan 2017/2018*  
<https://www.wmca.org.uk/media/1381/wmca-annual-plan-2017-2018.pdf>

<sup>22</sup> West Midlands Combined Authority (2018), *Productivity and Skills Commission*,  
<https://www.wmca.org.uk/what-we-do/productivity-skills-commission/productivity-skills-commission/>

<sup>23</sup> McKinsey Global Institute (2016), *The power of parity: Advancing women's equality in the United Kingdom*,  
<https://www.mckinsey.com/featured-insights/gender-equality/the-power-of-parity-advancing-womens-equality-in-the-united-kingdom>



**Figure 2: Occupations by Gender and Pay, West Midlands, 2017**



Data on employment is drawn from ONS (2017), Annual Population Survey, accessed via [nomisweb.co.uk](http://nomisweb.co.uk); data on wages is drawn from ONS (2017), Annual Survey of Hours and Earnings Region by Occupation (2 digit SOC). Table 1 in the appendix shows the detail of data.

### **Causes: a lack of flexible working**

Flexible working encompasses part-time work, working from home, job-sharing, and many other ways of working. It is key to making our labour market work for people who have caring responsibilities, which still disproportionately means women, and to closing the gender pay gap.<sup>24</sup> While some employers are increasingly open to flexible working for their existing employees, there is a real lack of jobs being advertised as open to flexible working at the point of hire.

Across the West Midlands, Timewise find that just 10% of better-paying roles are advertised as in this way.<sup>25</sup> This figure is about the same as across the UK.<sup>26</sup> This lack of flexible new opportunities makes it that much harder for mothers and those with caring responsibilities to progress at work by moving jobs, which is one of the key causes of the gender pay gap.<sup>27</sup>

### **Causes: discrimination**

Outright discrimination continues to play a part in the gender pay gap: women are more likely to be offered a lower starting salary compared to male applicants.<sup>28</sup>

Pregnancy discrimination continues to hold back mothers in the workplace. The EHRC estimates that nationwide 54,000 mothers a year are forced to leave their jobs through pregnancy discrimination by employers.<sup>29</sup> That means that it is likely that around 2,790 West Midlands women experience this each year.<sup>30</sup> Yet less than 1% of women nationwide take these experiences of pregnancy discrimination to the Employment Tribunal.

### **Skills**

The skills people have are key to their involvement in the labour market and their career progression. Women are less likely to pursue STEM (Science, engineering, maths and technology) subjects or training which would give them access to better paid roles. Apprenticeships are an important way of broadening access to the workplace. Investing in apprenticeships, which combine practical training on the job and study, to “eradicate youth unemployment” formed a key commitment in the Mayor’s manifesto, with a key focus on

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<sup>24</sup> Goldin, C. (2014), ‘A Grand Gender Convergence: Its Last Chapter’, *American Economic Review* 104(4): 1091-1119

<sup>25</sup> Timewise (2017), *Flexible Jobs Index 2017*, <https://timewise.co.uk/wp-content/uploads/2017/06/Timewise-Flexible-Jobs-Index-2017.pdf>; “better-paying roles” refers to jobs paid at £20k p.a. FTE or more.

<sup>26</sup> Timewise (2017), *Ibid*

<sup>27</sup> Costa Dias, M., Joyce, R., and Parodi, F. (2018), ‘The gender pay gap in the UK: children and experience in work’, IFS Working Paper (18/02)

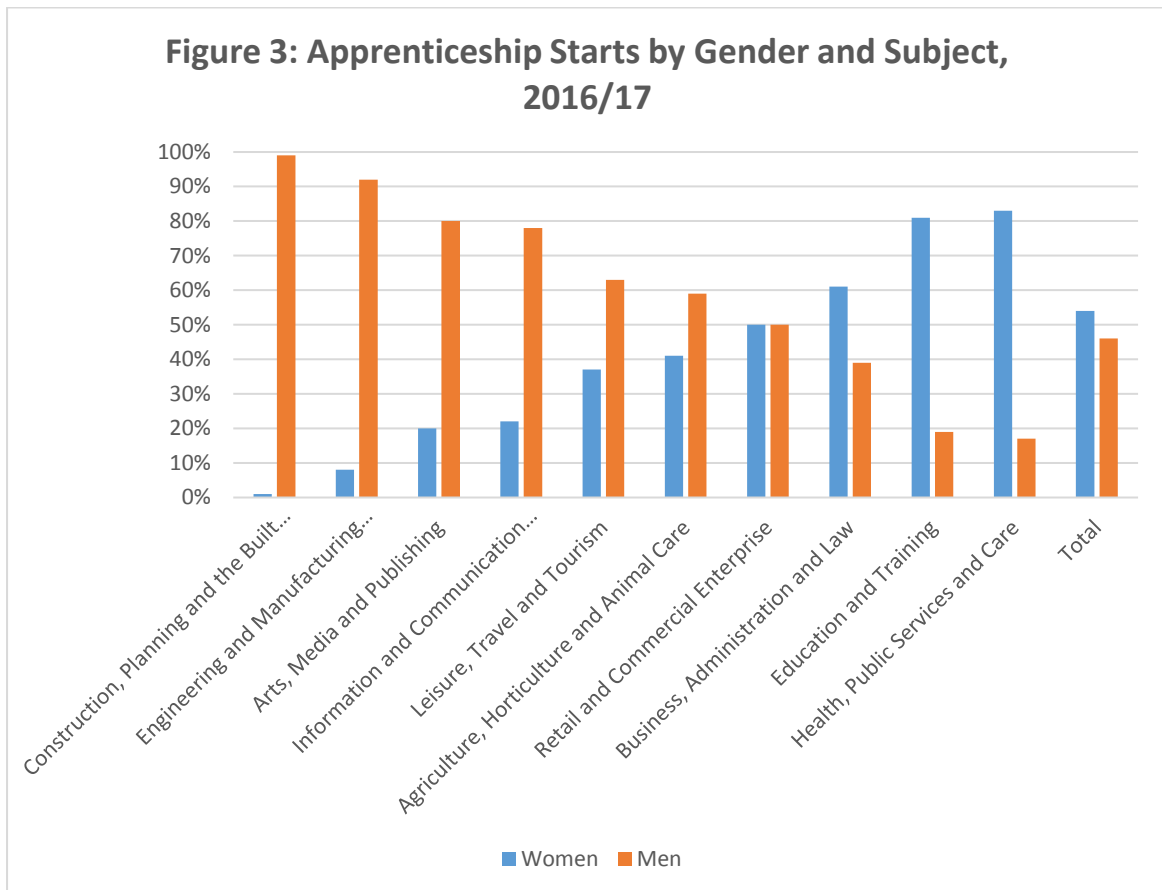
<sup>28</sup> Corinne Moss-Racusin et. al. (2012), ‘Science faculty’s subtle gender biases favour male students’, *Proceedings of the National Academy of Sciences*, 109(41)

<sup>29</sup> Lorna Adams et. al., (2016) *Pregnancy and Maternity-Related Discrimination and Disadvantage: Experiences of Mothers*, Equality and Human Rights Commission/Department For Business, Innovation and Skills

<sup>30</sup> Figure calculated on the basis that the WM has 5.2% of UK maternities per year, based on ONS (2017) ‘Births by mothers’ usual area of residence in the UK’, accessed at <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsbyareaofusualresidenceofmotheruk>

growing skills.<sup>31</sup> However, our evidence shows that women and men are accessing them differently.

29,710 people started an apprenticeship in the West Midlands in 2016/17, with slightly more women than men taking up such training. As with employment, though, the subject areas that women and men take up are split starkly along gender lines, as table 2 below shows.



Data from a written parliamentary question answered by the Minister for Skills<sup>32</sup>

Of the ten wider subject areas in which people started Apprenticeships, only two areas have close to an even gender split. Female apprentices are concentrated in stereotypically feminised roles, making up 83.4% of people taking up Health, Public Services and Care training.

The WMCA’s Strategic Economic Plan states that ‘many businesses face skills gaps’ with a ‘higher than average proportion of people with no skills’ across the West Midlands.<sup>33</sup> The National Housing Federation has identified a five-year shortfall of over 45,000 homes in the

<sup>31</sup> Andy Street 4WM Mayor (2017), *Renewal Plan for the West Midlands*, <https://www.wmca.org.uk/media/1680/andy-streets-renewal-plan.pdf>

<sup>32</sup> HC Deb 01 March 2018, c 130637 <http://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-03-01/130637>

<sup>33</sup> WMCA (2017), *Strategic Economic Plan*, <https://www.wmca.org.uk/media/1382/full-sep-document.pdf>

region, with more than 18,000 needed in Birmingham alone.<sup>34</sup> The WMCA has itself identified growing the availability of skilled construction workers as a key element of how they intend to meet the demand for housing.<sup>35</sup> The fact, therefore, that just 1.1% of all Construction, Planning and the Built Environment Apprenticeships are started by women,<sup>36</sup> represents not just a problem for gender inequality, but an infrastructure and productivity problem for the region as a whole. Without more women taking up training in these roles, the West Midlands will struggle to build.

The same argument can be made for ambitions in the digital and hi-tech industries. The WMCA has said it wants to prioritise innovation and emerging technologies,<sup>37</sup> yet women make up just 8.2% of Engineering and Manufacturing starts and 21.9% of starts in computing.

Some (although not all) of the apprenticeships that women are more likely to do are those with lower pay during the course. At a national level, the Government's Apprenticeship Pay Survey finds that Children's Care is paid on average £5.04 per hour at level 2/3, whereas Engineering and Manufacturing are paid at £6.44 per hour. Some women-dominated apprenticeships are paid better, such as Health and Social Care, which is paid at £7.19 on average per hour.<sup>38</sup>

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<sup>34</sup> National Housing Federation (2017), *Home Truths: The housing market in the West Midlands*, [http://s3-eu-west-1.amazonaws.com/pub.housing.org.uk/Home\\_Truths\\_2017\\_West\\_Midlands.pdf](http://s3-eu-west-1.amazonaws.com/pub.housing.org.uk/Home_Truths_2017_West_Midlands.pdf)

<sup>35</sup> WMCA (2017), *Strategic Economic Plan*, <https://www.wmca.org.uk/media/1382/full-sep-document.pdf>

<sup>36</sup> Even less than the 3% nationwide.

<sup>37</sup> WMCA, *Strategic Economic Plan: Making Our Mark, West Midlands: the best region in the UK to do business*

<sup>38</sup> Department for Business, Energy, and Industrial Strategy, (2017), *Apprenticeship Pay Survey 2016: Great Britain*

## Caring roles

- West Midlands women are 28% more likely than men to provide care to an adult, and 38% more likely to provide care for 20 hours or more
- 83% of the 74,200-strong West Midlands social care workforce are women – and 23% of that workforce are on zero-hours contracts
- Just 23% of wider West Midlands councils have enough childcare for parents in full-time work - compared with 52% across England

### Care for adults

Adult social care is not part of the West Midlands devolution deal in the way that it is in Greater Manchester. As we will show, this is an area where policy has a significant impact on women, and obtaining powers in this area would enhance the Mayor's ability to make devolution work for women. But social care is not just about health – it has a real impact on the local economy both as an industry, and as a service that enables other people to work. Both of these angles make it highly relevant to the Mayor and WMCA.

### Who cares?

Within our society, the important work of caring for others – whether that is paid, or in most cases, unpaid – is too often still seen as “women's work”. That means that it is often undervalued both in the esteem it is given and the attention paid to it by policymakers, it means that it is still primarily women who do it, and it means it is too often underpaid.

Many women in the West Midlands provide unpaid care for another adult who has a long term illness or impairment, or because of their age. 14.8% of WM women provide care, which is slightly more than England and Wales as a whole (at 14.1%), with 6.5% providing 20 or more hours per week. Women are 28% more likely to provide any care at all than men. Women are 38% more likely to provide over 20 hours per week of care. That's a little more than England and Wales overall (37%).

In raw numbers, that means there are 42,286 more women than men in the West Midlands providing unpaid care for another adult.<sup>39</sup> 57% of unpaid carers for adults in the West Midlands are women.

Amongst West Midlands' residents aged 65 and over, men are slightly more likely to be carers, with 16% caring for someone compared with 13.5% of women. But within the age group 50-64, women are far more likely to have a caring role, with almost a quarter – 24% of women in this age group acting as unpaid carers, compared with 18% of men. This “sandwich generation” will often both have caring roles for adults and for children or

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<sup>39</sup> ONS, '2011 Census statistics - DC6301EW1a - Economic activity by provision of unpaid care by general health by sex' accessed at <https://www.nomisweb.co.uk>

grandchildren. Women in the West Midlands are in fact more likely to be carers than men in every age category, with the sole exception of the over 65s.<sup>40</sup>

Data on care that looks at both people's ethnic groups and their sex or gender is not available. Census data shows that if you are 'white' in the West Midlands, you are more likely to have an unpaid care role (12% of 'white' people in the West Midlands are unpaid carers) than Asian (9%), black (8%), or people from mixed/multiple ethnic groups (6%). This difference may be because of the ages of people of colour in the West Midlands.

### **The care workforce**

As well as unpaid care, professional care for adults is much more likely to be done by women, across a range of different roles from social work, to care work, to nursing, and both in public sector organisations and private sector ones, many of which are paid through local authorities.

Our new analysis of Skills for Care figures for local authority areas across the region finds that there are 74,200 people within the social care workforce in the West Midlands, across the public and private sectors.<sup>41</sup>

This workforce is consistently majority female – 83% of workers are women, ranging from 89% in Walsall to 81% in Sandwell and Birmingham. Across the West Midlands, a shocking 23% (or more than one in five) of social care workers are living on zero-hours contracts, a form of employment which means that they are not legally guaranteed any work, but still too often have expectations of availability placed upon them. That is a similar proportion to nationwide (24%). Not all of those workers have low numbers of hours – just 11% say they have no fixed hours. Therefore many social care workers on zero-contracts are working full- or part-time but remain on zero-hours, which for some can mean instability about when they are going to get work.

Within the whole social care workforce only 56% of workers have a relevant adult social care qualification. 20% have neither a relevant qualification, nor more than 5 years' experience in their current role.<sup>42</sup> This ranges from 27% in Birmingham to 6.8% in Solihull.

Skills for Care estimate that the adult social care sector contributed £4.4bn to the West Midlands region's economy in 2016/17.<sup>43</sup> It comprises one in ten jobs across the UK

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<sup>40</sup>ONS, '2011 Census statistics DC3301EW - Provision of unpaid care by general health by sex by age' accessed at <https://www.nomisweb.co.uk>

<sup>41</sup> Analysis of Skills for Care 'Local authority area summary reports' for WMCA local authorities, accessed 13/06/2018 at <https://www.skillsforcare.org.uk/NMDS-SC-intelligence/Workforce-intelligence/publications/Local-authority-area-summary-reports.aspx>. This data relies on the National Minimum Dataset of employer and local council returns.

<sup>42</sup> This figure does not include Walsall for whom data is not reported by Skills for Care

<sup>43</sup> Skills for Care (2018), *A summary of the adult social care sector and workforce in Walsall*, accessed at <https://www.skillsforcare.org.uk/NMDS-SC-intelligence/Workforce-intelligence/documents/Local-authority-area-summary-reports/West-Midlands/Walsall-Summary.pdf>

economy.<sup>44</sup> It is a major – and growing – industrial sector in the UK, as well as an enabler of other people’s employment. . Yet pay in the sector fell by 6% in real terms from 2010 to 2017, and staff shortages are a rising issue along with low morale.<sup>45</sup> For the West Midlands Combined Authority to truly have the tools it needs to build an inclusive economy, it needs to gain the powers it needs to co-ordinate work to transform and improve adult social care.

## Caring for children

Andy Street’s manifesto made a clear commitment to help mothers back into work after having children, which included supporting the Government’s childcare offer.<sup>46</sup> Affordable and flexible childcare is a key part of enabling women to make the choices that they want to about work – and given that there is a 30% wage gap for mothers UK-wide by the time their first child has reached the age of 20, it is vital to closing the gender pay gap.<sup>47</sup> UK-wide statistics show that women still do 74% of unpaid childcare work.<sup>48</sup>

The cost of childcare can impact on women’s access to work and financial security. The Family and Childcare Trust’s (FCT) previously unpublished analysis finds that 25 hours of childcare in a West Midlands nursery costs, on average, £111.48 for children aged under 2, and £98.04 for children aged 2 years or older – less than the British averages of £116.25 and £112.38.<sup>49</sup> For parents who use a childminder it is cheaper, at £98.94 for under 2s and £94.36 for children over 2,<sup>50</sup> which are again lower than the £109.84 and £109.29 figures nationwide. However, hourly pay in the West Midlands is 9% lower for full time workers than in the UK as a whole.<sup>51</sup>

For a single parent who is working 40 hours per week, that means that the cost of nursery care for a child could be £772.92 per month – and that is just the average, as many parents including those with a disabled child could pay much more. Parents on a lower income who receive state support can have a proportion of their childcare costs paid if they are in work. But under both the new Universal Credit and the existing Tax Credits rules, the amount that parents can receive in support is capped at £646.35 per month.<sup>52</sup> That means that working full time can be a real financial problem for women with children in the West Midlands.

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<sup>44</sup> Gershlick et. al. (2017), *Election briefing: A sustainable workforce – the lifeblood of the NHS and social care*, The Health Foundation.

<sup>45</sup> Gershlick et. al. (2017) *Ibid*.

<sup>46</sup> Andy Street 4WM Mayor (2017), *Ibid*.

<sup>47</sup> Costa Dias, Joyce, and Parodi, Wage progression and the gender wage gap: the causal impact of hours of work, Institute for Fiscal Studies

<sup>48</sup> ONS (2016), *Changes in the value and division of unpaid care work in the UK: 2000 to 2015*

<sup>49</sup> Harding, Wheaton, and Butler (2017), *Childcare Survey 2017* Family and Childcare Trust. 2017 figures rather than the updated 2018 data are used for comparability with combined authority data.

<sup>50</sup> Family and Childcare Trust (2017), unpublished research

<sup>51</sup> ONS (2017), Annual Survey of Hours and Earnings, accessed via Nomisweb

<sup>52</sup> <https://www.gov.uk/universal-credit/what-youll-get>

FCT regional figures show that the West Midlands<sup>53</sup> are performing worse than the rest of the country in terms of having enough childcare available for some children. For example, parents of two year olds on low income are entitled to 15 hours a week free childcare. However, only 33% of councils report that they have sufficient childcare available in the region to actually deliver on that commitment, compared with 47% across England. The South East is the only worse performing region in the country for this group of children.

The West Midlands compares well with England as a whole for childcare sufficiency for disabled children, but still only 33% of councils (compared with 18% nationally) say they have the required childcare for disabled children available. For parents with atypical hours, shockingly no councils in the West Midlands say they have the childcare required, and for after-school provision for 5-11 year olds just 8% have sufficient provision, compared to a third nationwide. Just 23% of councils have sufficient provision for parents in full time work - compared with 52% across England.<sup>54</sup>

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<sup>53</sup> Harding, Wheaton, and Butler (2017), *Ibid*. Figures here refer to the wider region, not the Combined Authority area.

<sup>54</sup> Harding and Cottell (2017), *Childcare survey 2018*, Family and Childcare Trust



## Transport

- There is a lack of up-to-date West Midlands data on gender in transport – and the Combined Authority must address this
- What data we have shows a real gender differences. 65% of West Midlands bus passengers are women; just 26% of Birmingham cyclists are women.
- Nationally, among people aged 30-39, women take over 200 trips per year for education or school run purposes compared with under 50 for men. The school run must be considered as part of the transport picture in the West Midlands.

Transport is often not an area where policy is seen as having a different impact on women and men, but there is evidence which shows that it is. On average women use different forms of transport in different ways to men, and issues like cost and safety impact differently. Transport is already significantly devolved to the WMCA, with Travel for West Midlands (TfWM) responsible for transport strategy and policy for the Combined Authority. TfWM's responsibilities include delivering the £4.4bn HS2 growth package with the aim of enhancing connectivity, accelerating growth, and improving access to jobs. TfWM has the remit to develop a network that fully integrates the region's road, rail, bus, and tram systems.

### West Midlands data

TfWM is committed to creating a series of tools enabling each of the Combined Authority constituent local authorities to gain greater insight on transport in their area. It is important that this wealth of information is used to enable a better understanding of how women and men, and groups of people with other differing characteristics, use transport.<sup>55</sup>

**We call on the Combined Authority to ensure that this happens as part of an Equalities Impact Assessment process.**

### Types of transport taken

While that data is currently not produced, we have national data that shows a gendered difference in transport use, alongside some West Midlands-specific information.

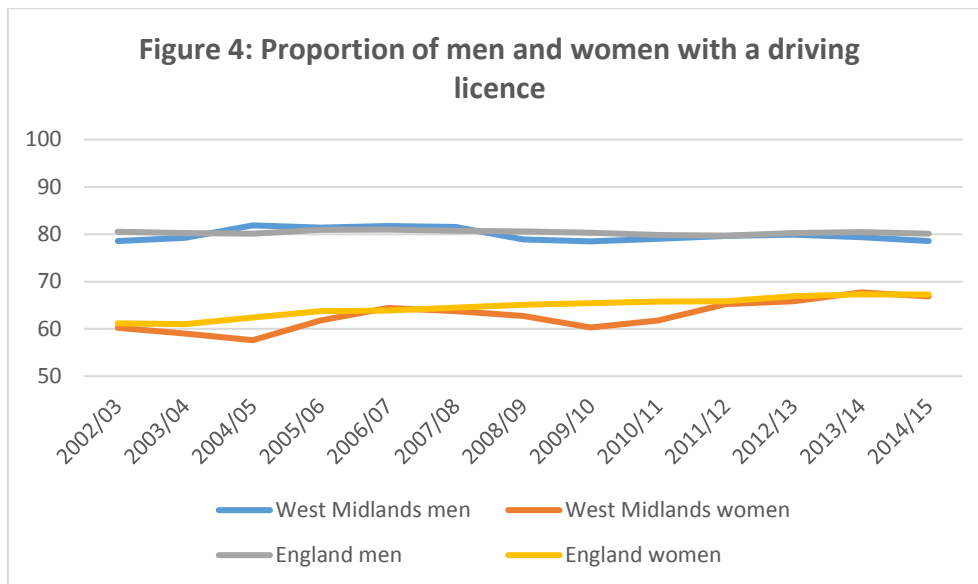
Nationally, women overall take more trips by any form of transport than men – 53 more each year. Women are much more likely to walk, taking 17% more walking trips than men, and more likely to be a passenger in a car, with 51% more passenger trips than men. Women also take 36% more bus trips than men do – 60 a year compared to 44 a year on average. But women are less likely to travel as the driver in a car, with 58 fewer trips than men, or to travel by rail, with 25% fewer trips.<sup>56</sup> Data from the West Midlands from 2014 suggests that 42% of

<sup>55</sup> TfWM (2017), *Data Insight*, <https://www.tfwm.org.uk/strategy/data-insight/>

<sup>56</sup> Department for Transport (2017), *National Travel Survey for England, Table NTS0601: Average number of trips (trip rates) by age, gender and main mode: England, 2016*

women never travel by rail, compared with 38% of men.<sup>57</sup> A gendered analysis of the £4.4bn HS2 project would be welcome, given women are less likely to travel by rail.

Women in the West Midlands<sup>58</sup> are 12 percentage points less likely than men to even have a driving licence, as Figure 4 shows. This gap has closed somewhat since 2002, down from a peak of 24% points in 2004. However, the figures still demonstrate that women are less likely to be able to drive a car across the region as a whole.



Figures from Department for Transport (2017), National Transport Survey, Table NTS9901: Full car driving licence holders by gender, region, and Rural-Urban Classification: England, 2002/03 & 2014/5. % is of individuals aged 17+

Nationwide, women take on average 9 trips per year by bike compared to 27 for men. This difference is lowest among children, where girls still take far fewer bike trips (45% fewer among children aged 5-10), but it then opens up to a 79% gap among 17-20 year olds.<sup>59</sup> Birmingham-specific data collected by the charity Sustrans suggests that this trend is likely to be true within WM, as women made up just 26% of Birmingham cyclists in 2017.<sup>60</sup>

In 2014, research was commissioned on the profiles and behaviours of bus users across the West Midlands metropolitan area.<sup>61</sup> Overall, bus users are more likely to be female than male, 65% compared to 35%. The data also shows that women who take the bus are much more likely to make those journeys during weekday peak times – 32 percentage points more

<sup>57</sup> Birmingham Data Factory (2015), *Bus user profile 2014: appendices*, <https://data.birmingham.gov.uk/tl/dataset/bus-rail-and-metro-user-profiles/resource/1d37e4ab-8816-4ea7-bf33-1ee9e7588098>

<sup>58</sup> Region rather than Combined Authority

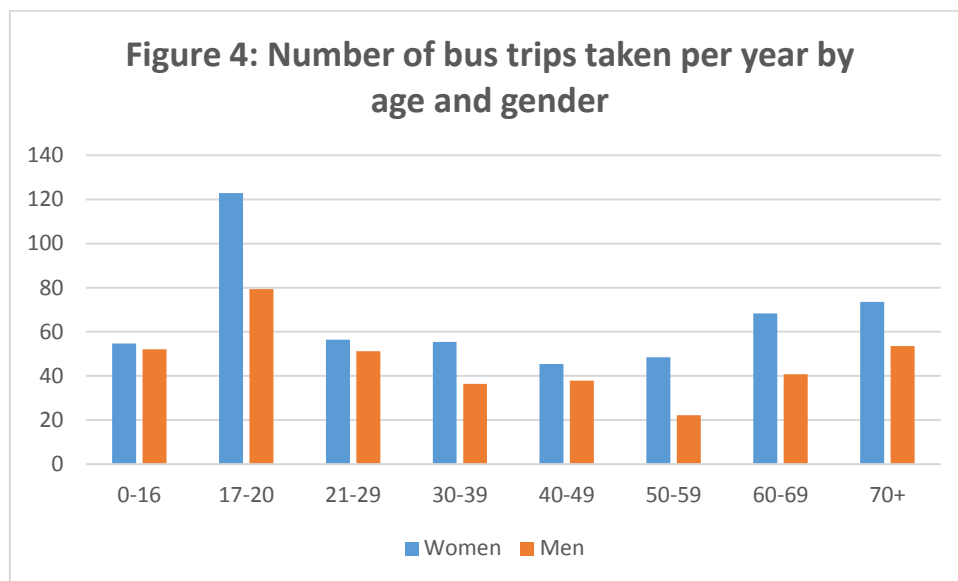
<sup>59</sup> Department for Transport (2017), *National Travel Survey for England, Table NTS0609: Bicycle trips by age and gender: England, 2014/16*

<sup>60</sup> Sustrans (2017), *Bike Life 2017: Birmingham*, accessed at [https://www.sustrans.org.uk/sites/default/files/file\\_content\\_type/bike-life-birmingham-2017-report.pdf](https://www.sustrans.org.uk/sites/default/files/file_content_type/bike-life-birmingham-2017-report.pdf)

<sup>61</sup> Birmingham Data Factory (2015), *Bus, Rail, and Metro user profiles*, <https://data.birmingham.gov.uk/tl/dataset/bus-rail-and-metro-user-profiles>

women than men do so.<sup>62</sup> This will be, at least in part, due to women citing work as their reason for travelling on the bus – 63% of women compared to 37% of men bus users list work as their journey purpose.

As Figure 5 shows, at a national level the gender gap in the number of bus trips that women take is wide amongst women aged 17-20 (55% more likely than men of the same age group to take a bus), aged 30-39 (52% more likely), and then amongst women in their 50s and older who are far more likely to take buses (117% more trips taken than men amongst 50-59s).<sup>63</sup>



Data from Department for Transport (2017), *National Travel Survey for England, Table NTS0601: Average number of trips (trip rates) by age, gender and main mode: England, 2016*. Data combines all bus modes.

### Distance travelled and reasons

Nationally, women also travel over shorter distances across a year than men do. Across all modes of transport women travel 1,339 fewer miles than men, or 17% less, with women travelling 5,839 miles and men travelling 7,178 miles.

This varies by different types of transport. Women travel 1,867 miles fewer as a driver, but 808 miles more as a passenger of a car. Men cycle more, travelling 67 miles more (or 77% further) than women each year. While women travel more miles than men by bus, on average 54 miles more, men take slightly longer trips on average (6 miles compared with 5.3 for women).

<sup>62</sup> Birmingham Data Factory (2015), *Bus user profile 2014: appendices*, Ibid.

<sup>63</sup> Department for Transport (2017), *Ibid*

Women travel for different reasons to men. Women are more likely to travel for shopping trips, at 198 trips per year compared to 167 for men; and less likely to travel to commute, with 124 compared to 166 per year for men on average. Women are much more likely to travel for education, including to take children to school, with 136 trips per year compared to 99 on average for men. This difference is widest among women and men aged 30-39, where women take over 200 trips per year for education or school run purposes compared with under 50 for men. The school run is a key part of women's transport experiences.<sup>64</sup>

### **Concessionary fares and mobility**

Age and disability intersect with how women experience travel differently. Nationally, women are more likely to be concessionary pass holders than men, with 76% of eligible pensioner women holding a pass compared to 68%, so any changes to concessionary travel are likely to impact women more.<sup>65</sup>

Women are also much more likely to report having mobility difficulties, defined as individuals who say they have difficulties travelling on foot, by bus, or both. 11% of all women nationwide have difficulty getting around, compared with 7% of men. This difference emerges among women aged 50+, where women are 58% more likely to have mobility difficulties than men; the gap decreases slightly among older women but it is still wide, with 34% of women compared with 25% of men having mobility difficulties among people aged 70+.<sup>66</sup>

### **Safety and transport**

Safety on public transport is a key issue. The British Transport Police has recorded an increase in sexual assault reports on transport nationwide, with 1,326 incidences reported in 2016, up from 807 in 2014, and these are just those which are reported – many more women will have experienced this than have told the police. Rising figures are not necessarily a bad thing in themselves, as sexual assault is so often under-reported.<sup>67</sup>

In the West Midlands, 31 offences on public transport relating to a range of sexual offences were reported in 2016, up from 25 in 2015. However, this figure does not include allegations of rape.<sup>68</sup> This is also likely to be a huge underestimation of the real scale of the problem; an estimated 95% of victims do not report unwanted sexual behaviour to the police.<sup>69</sup>

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<sup>64</sup> Department for Transport (2017), *National Travel Survey: England 2016*, accessed at [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/633077/national-travel-survey-2016.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/633077/national-travel-survey-2016.pdf)

<sup>65</sup> Department for Transport (2017), *National Travel Survey for England, Table NTS0620: Take-up of concessionary travel schemes by gender: England, 1998/00 to 2016*

<sup>66</sup> Department for Transport (2016), *National Travel Survey for England, Table NTS0622: Mobility difficulties by age and gender: England, 2015*

<sup>67</sup> British Transport Police (2016), FOI response 1073-17 accessed at [http://www.btp.police.uk/about\\_us/your\\_right\\_to\\_information/publication\\_scheme/disclosure\\_log/crime\\_statistics.aspx](http://www.btp.police.uk/about_us/your_right_to_information/publication_scheme/disclosure_log/crime_statistics.aspx)

<sup>68</sup> British Transport Police (2017), FOI response 118-17

<sup>69</sup> <https://www.networkwestmidlands.com/media/1780/safer-travel.pdf>



Safer Travel is a union of police, transport providers, and TfWM, working towards making public transport safer in the West Midlands. Project Empower, which is run by Safer Travel, is specifically designed to tackle unwanted sexual behaviour on public transport.<sup>70</sup> TfWM has reported that since Project Empower's launch, reporting of unwanted sexual behaviour has increased, with a number of perpetrators being convicted in court.

**The Combined Authority should continue to support this welcome initiative.**

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<sup>70</sup> Safer Travel (2016), *Project Empower*, <https://safertravel.info/news/latest-news/project-empower/>

## Appendix: Tables

**Table 1: Occupational Segregation in 2017 in the West Midlands**

Occupation (ordered by average hourly pay in the West Midlands)	Number fewer women than men (WMCA)	Mean hourly pay, £ (West Midlands)
Corporate managers and directors	24,900	£25.80
Teaching and educational professionals	-17,400	£22.59
Science, research, engineering and technology profs	39,900	£20.85
Business, media and public service professionals	4,300	£20.68
Health professionals	-21,000	£19.82
Business & public service assoc. professionals	7,700	£18.11
Protective service occupations	5,500	£17.26
Other managers and proprietors	8,400	£16.16
Skilled metal, electrical and electronic trades	45,700	£13.80
Science, engineering and technology associate profs	12,200	£13.78
Health & social care assoc. professionals	-7,700	£13.48
Skilled construction and building trades	36,400	£12.26
Process, plant and machines operatives	18,400	£12.08
Administrative occupations	-45,100	£11.75
Transport & mobile machine drivers/operatives	56,600	£11.20
Customer service occupations	-5,100	£10.78
Secretarial and related occupations	-15,400	£10.42
Skilled agricultural and related trades	-3,700	£9.98
Textiles, printing and other skilled trades	12,700	£9.97
Leisure, travel and related personal service occs	-7,200	£9.86
Caring personal service occupations	-69,300	£9.54
Elementary trades and related occupations	21,300	£9.30
Elementary administration & service occs	10,900	£9.20
Sales occupations	-14,200	£9.14

Data on employment is drawn from ONS (2017), Annual Population Survey, accessed via [nomisweb.co.uk](http://nomisweb.co.uk); data on wages is drawn from ONS (2017), Annual Survey of Hours and Earnings Region by Occupation (2 digit SOC)

**Table 2: Women and Men starting Apprenticeships in the West Midlands, by Subject, 2016/17**

Subject area	Female apprentices	Male apprentices	Gender gap	% of apprentices who are women
Construction, Planning and the Built Environment	10	880	870	1%
Engineering and Manufacturing Technologies	400	4450	4050	8%
Arts, Media and Publishing	10	40	30	20%
Information and Communication Technology	210	750	540	22%
Leisure, Travel and Tourism	260	440	180	37%
Agriculture, Horticulture and Animal Care	70	100	30	41%
Retail and Commercial Enterprise	2200	2220	20	50%
Business, Administration and Law	5400	3390	-2010	61%
Education and Training	330	80	-250	81%
Health, Public Services and Care	7140	1420	-5720	83%
Total	15990	13720	-2270	54%

Data from a written parliamentary question answered by the Minister for Skills<sup>71</sup>

<sup>71</sup> HC Deb 01 March 2018, c 130637 <http://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2018-03-01/130637>