

Completing the Revolution: The Leading Indicators

How will we know we've set ourselves on a path to complete the unfinished social revolution highlighted in the EOC's gender agenda? In its final report before closing its doors at the end of September, the Equal Opportunities Commission (EOC) has put together an index highlighting the leading indicators of gender equality. The indicators demonstrate the health of the nation in terms of gender equality across all areas of life, not only at work - and suggest where we need to focus our efforts in the years to come if we're serious about change.

Clearly, there is still a long way to go. In some instances, we're heading in the right direction - the situation is improving. But the EOC's index indicates that progress has often been painfully slow and there is much more we could do to speed up the pace of change. Otherwise our children's children will still be grappling with many of the same challenges. In other areas, the index suggests the agenda has stalled, or worse yet we're actually going backwards. Unless further action is taken, nothing will ever change.

The index demonstrates a worrying gap between how people would like to live their lives and how things really are. EOC research has shown new fathers want to be more involved at home, taking up more of the caring responsibilities, but their long hours and inflexible workplaces make that difficult. Most mothers want or need to work, but they find they have to trade down to get the flexibility they need. Around 75% of girls and 60% of boys say they would consider work normally done by the opposite sex, but many types of work are still highly segregated.¹ With more support, things could be different.

The index also shows how far there is to go to ensure that women are more equally represented in politics and can feel safe in their homes and in their communities.

The Government and policy makers have already taken some steps that we hope will help speed up the pace of change. The gender agenda points to other areas where change is still needed. The indicators will provide us all with a baseline against which we can measure progress.²

Gender Equality Index

Income

Indicators	Latest statistics (percentages rounded to nearest 1%)	Recent trend for statistic in bold ²	Number of years to reach equality (to nearest 5 years)
Full-time gender pay gap ³	In full-time work, female employees earn 17% less per hour on average than male employees.	Improving	20 years
Part-time gender pay gap ³	Female employees in part-time work earn 38% less than the hourly rate of men in full-time work.	Improving	25 years
High-level flexible jobs, including part-time jobs ⁴	Managers and senior officials are only 59% as likely as employees in other jobs to work flexibly or part-time.	Improving	20 years
Retirement income ⁵	Retired women's income is 40% lower than retired men's.	Improving	45 years
Segregated occupations ⁶	65% of occupational groups are dominated by either women or men.	No change	Never, unless action is stepped up

Family

Indicators	Latest statistics (percentages rounded to nearest 1%)	Recent trend for statistic in bold ²	Number of years to reach equality (to nearest 5 years)
Pregnancy discrimination ⁷	45% of pregnant women employees experience tangible discrimination.	Data not available	Sufficient data not available
Use of flexible working ⁸	Amongst employees, men are 61% as likely as women to use at least one flexible working arrangement, 16% of men compared with 26% of women.	No change	Never, unless action is stepped up
Chores gap ⁹	On average, women spend 180 minutes per day on housework; that's 78% more time than men who spend only 101 minutes per day.	Worsening	Never, unless behaviour changes
Parents' care for children ⁹	Mothers recorded an average of 2 hours 32 minutes per day looking after their own children, compared with 2 hours 16 minutes by fathers; that's a gap of 12% .	Improving	Sufficient data not available
Carers ¹⁰	14% of women are carers, compared with 11% of men. So women are 28% more likely than men to be carers.	Data not available	Sufficient data not available

Policy & Services

Indicators	Latest statistics (percentages rounded to nearest 1%)	Recent trend for statistic in bold ²	Number of years to reach equality (to nearest 5 years)
Children per childcare place ¹¹	There is only one place for every 3.6 children under eight with a childminder, in full day care or in out of school care.	Improving	15 years until one place for every child
GCSE gender gap ¹²	Boys' achievement of five or more high grade GCSEs or equivalent qualifications is 16% lower than girls', at 52% compared with 62%.	Improving	15 years
Subject choice at A level ¹³	48% of subjects at A level or equivalent are dominated by either girls or boys.	No change	Never, unless action is stepped up
GP consultations ¹⁴	Men aged 16-44 are 47% as likely as women of the same age to consult their GP.	No change	Never, unless action is taken

Justice & Safety

Indicators	Latest statistics (percentages rounded to nearest 1%)	Recent trend for statistic in bold ²	Number of years to reach equality (to nearest 5 years)
Women experiencing abuse from their partner ¹⁵	An estimated 1 million women in England and Wales experienced abuse from a current or former partner in the last year.	Data not available	Sufficient data not available
Fear of going out alone after dark ¹⁶	Women aged 16 or over are 5 times as likely as men to feel very unsafe walking alone in their area after dark.	Worsening	Never, unless action is stepped up
Violent crime ¹⁷	13% of young men were the victim of a violent crime in the past year, 80% higher than for young women (7%). Young men in this age group are most at risk of being a victim of violent crime.	Improving	20 years for men's rate to fall to same level as women's
Rape conviction rate ¹⁸	Convictions for rape of a female are only 5% of the number of offences recorded.	No clear trend	Never, unless action is stepped up

Power

Indicators	Latest statistics (percentages rounded to nearest 1%)	Recent trend for statistic in bold ²	Number of years to reach equality (to nearest 5 years)
MPs ¹⁹	20% of MPs are women.	Improving	195 years
FTSE100 directors ²⁰	10% of FTSE100 Directorships are held by women.	Improving	65 years
High court & more senior judges ²¹	9% of high court and more senior judges are women.	Improving	60 years
Council leaders ²²	15% of council leaders are women.	No clear trend	Never, unless action is stepped up

1 Fuller, A, Beck, V and Unwin, L (2005) *Employers, young people and gender segregation (England)*, EOC Working Paper Series no.28. Manchester: EOC.

2 As far as possible, trends and projections are based on the latest statistics plus annual data for the previous five years. Further details of the data used are given below. Where there have been mostly improvements from year to year the trend is said to be 'Improving', mostly getting worse from year to year and the trend is said to be 'Worsening', those with ups and downs show 'No clear trend' and those that hardly change are said to show 'No change'. The numbers of years to reach equality are given for those indicators which have recently improved and are based on an extrapolation from the same data as used to classify the trend. All data and projections are correct as of June 2007.

3 ONS (2006) *Annual survey of hours and earnings 2006* (ASHE), accessed 5 June 2007. Hourly earnings are mean hourly earnings, excluding the effects of overtime, of employees in the UK. Trends and projections are based on annual ASHE data from 2001-2006.

4 EOC analysis of ONS (2007) Labour Force Survey datasets, Spring quarters 2001-2005 and quarter 2 2006, accessed 25 June 2007. UK employees. Flexible jobs including part-time means one or more of the following arrangements: part-time, flexitime, annualised hours, term-time working, job share, working mainly in own home or in same grounds/building.

5 Women and Equality Unit (2006) *Individual incomes of men and women 1996/97 to 2004/05*. London: WEU. GB statistics. Median total income of women and men who classify themselves as retired. Total income is defined as income from all sources received by an individual, such as earnings, pensions, investments and benefits, plus tax credits. Trend is based on data from 2000/01 to 2004/05 inclusive.

6 ONS (2006) *Labour Force Survey: employment status by occupation and sex, April-June 2006*, accessed 28 June 2007. UK employees. Based on 3-digit level occupations, those dominated by women have at least twice as many women as men, and vice versa for occupations dominated by men. Trend based on April-June data from 2001 to 2006.

7 Adams, L, McAndrew, F and Winterbotham, M (2005) *Pregnancy discrimination at work: a survey of women*. Manchester: EOC. GB statistics. Tangible discrimination covers a range of outcomes such as leaving their job, facing financial loss, denial of training opportunities and changes in job descriptions. This may have occurred during pregnancy or maternity leave or on return to work following absence for maternity.

8 EOC analysis of ONS (2007) Labour Force Survey datasets, Spring quarters 2001-2005 and quarter 2 2006, accessed 25 June 2007. UK employees. Flexible working means one or more of the following arrangements: flexitime, annualised hours, term-time working, job share, working mainly in own home or in same grounds/building.

9 Lader, D, Short, S and Gershuny, J (2006) *The Time Use Survey 2005: how we spend our time*. London: ONS. Time use data for Great Britain are available for 2000 and 2005, but not for the years in between, and those used here relate to the main activity only. Housework includes cooking, washing up, cleaning, tidying, washing clothes, repairs, gardening, pet care, shopping and appointments. Childcare is not included in housework.

10 ONS (2004) *Census 2001: national report for England and Wales*. London: ONS; General Register Office for Scotland (2004) *Scotland's Census 2001 CD-ROMs version 2*. Edinburgh: GROS. Carers are aged 16 and over and provide unpaid help or support to family members, friends, neighbours or others because of long-term physical or mental health problems, disability or problems related to old age.

11 Ofsted (2007) *Quarterly childcare statistics as at 30 March 2007*, accessed 26 June 2007; ONS (2006) *Mid-2005 population estimates: England*. London: ONS. Trend based on quarterly Ofsted publications back to September 2004 and population estimates for 2003, 2004 and 2005. Childcare places are with registered providers in England, and are compared with the under 8 population in England.

- 12 DfES (2006) *Education and training statistics for the UK 2006*. London: DfES. Trend based on academic years 2000/01 to 2004/05 inclusive. UK pupils in their last year of compulsory education.
- 13 DfES (2006) *Education and training statistics for the UK 2006*. London: DfES. Trend based on academic years 1999/2000 to 2004/05 inclusive. UK pupils aged 16-18 in schools and FE colleges. Subjects dominated by girls have at least twice as many entries from girls as boys, and vice versa for subjects dominated by boys. Includes Scottish equivalents to A levels.
- 14 ONS (2006) *General Household Survey 2005 Overview report*. London: ONS. Adults aged 16-44 in Great Britain. Trend based on annual data for 2000 to 2005 inclusive. Consultations are those with an NHS GP in the previous two weeks, and exclude those made on behalf of children aged under 16.
- 15 Coleman, K, Jansson, K, Kaiza, P and Reed, E (2007) *Homicides, firearm offences and intimate violence 2005/06*. London: Home Office. ONS (2006) *Mid-2005 population estimates: England and Wales*. London: ONS. Partner abuse includes non-sexual emotional or financial abuse, threats or physical force, sexual assault or stalking by a current or former partner. Percentage from survey (6.3%) grossed using population of women aged 16-59 in England and Wales.
- 16 Allen, J (2006) *Worry about crime in England and Wales: findings from the 2003/04 and 2004/05 British Crime Survey*. London: Home Office. Trend based on this source and *Crime in England and Wales 2001/02 and 2002/03*.
- 17 Walker, A, Kershaw, C and Nicholas, S (2006) *Crime in England and Wales 2005/06*. London: Home Office. Young men and women are aged 16-24. Violent crime includes common assault, wounding, robbery and snatch thefts. Trend based on British Crime Survey data from *Crime in England and Wales 2001/02 to 2005/06* inclusive.
- 18 Office for Criminal Justice Reform (2006) *Criminal statistics, England and Wales, 2005*. London: Home Office; Walker, A, Kershaw, C and Nicholas, S (2006) *Crime in England and Wales 2005/06*. London: Home Office. Trend also based on *Criminal statistics 2000 to 2004* inclusive.
- 19 UK Parliament (2007) *Members of Parliament by gender: numbers*, last updated on 28 June 2007, accessed 28 June 2007. UK statistics. Trend based on composition of UK Parliament directly after general elections in 1997, 2001 and 2005.
- 20 Singh, V and Vinnicombe, S (2006) *Female FTSE report 2006*. Cranfield: Cranfield University. UK statistics. Trend based on data from 2001 to 2006 inclusive.
- 21 Judiciary of England and Wales (2007) *Statistics – women judges in post as at 1st April 2007*, accessed 30 April 2007; Scottish Courts (2007) *Judges of the Court of Session: Senators of the College of Justice*, accessed 30 April 2007; EOC (2007) *Sex and power: who runs Britain? 2007*. Manchester: EOC. Top judges in England and Wales are: Lords of Appeal in Ordinary; Heads of Division; Lord Justices of Appeal; High Court Judges. Trends based on data for 2003 to 2007.
- 22 LGA (2007) Unpublished data on gender breakdown of council leaders in England and Wales following May 2007 elections; COSLA (2007) Scottish local government: council leaders list, accessed 5 June 2007; EOC (2007) *Sex and power: who runs Britain? 2007*. Manchester: EOC. Trend based on data from 2004 to 2007 inclusive, for Scotland, England and Wales.