

March 2009

Women in London Report 2009



MAYOR OF LONDON

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Foreword by the Mayor

It's been a great year for women. We've all basked in the success of Christine Ohuruogu's dash to victory in Beijing, applauded the achievements of business leaders like Tamara Ingram, Chair of Visit London work to promote our great capital and Heather Rabbatts the executive deputy chairman of Millwall Football club as they've risen to the top of their professions. And we continue to be in awe of the tireless work of women such as Camilla Batmanjella, Shami Chakrabarti and others to improve life for the most vulnerable in our society.

I've, personally, been hugely fortunate to have some highly talented women come on board and work for me this year. The amazing Rosie Boycott, as my Chair of the London Food Board, is leading the charge to get Londoners eating better, healthier and cheaper as she champions the 'grow your own' movement. Isabel Dedring, my Director of Environmental Policy is working around the clock to promote electric cars, refit the capital's buildings and make London greener. Then there's Munira Mirza, my Director of Culture who is helping to enrich London with an inspired new cultural programme for the capital. In fact throughout the GLA women are helping to shape London's future.

All of these women are setting a fantastic example and their work will not only help take London through this recession it will also raise the quality of life in the capital.

I have no doubt there will be challenges ahead for women, as there will be for all of us. But as Mayor of London I am determined to do whatever I can to make life better for women in the capital and plan to see their needs factored into every single policy and decision of my administration from the economy to safety to transport.

A handwritten signature in black ink, which appears to read 'Boris Johnson'.

Boris Johnson
Mayor of London

Introduction

Women make a huge contribution to life in London, much of it unpaid. They still undertake the primary responsibility for childcare and save the economy billions by providing care for relatives and friends. Women in the workplace in London are better qualified than elsewhere and they are overtaking men in terms of educational achievement at all levels.

But this does not yet translate into financial recognition – progress towards equal pay seems to have ground to a standstill in London over the past few years and in the country as a whole the pay gap has actually widened.

Now more than ever, there is a need to re-double efforts to tackle the barriers preventing women's full participation in employment, for instance by improving access to affordable childcare and flexible working patterns. Past recessions have had a disproportionate impact on women. We must make sure that does not happen this time. The Mayor has launched an Economic Recovery Action Plan of measures to support businesses, support Londoners, and ensure that the capital is equipped for the eventual upturn in the economy.

Women in London in general have better health than those in most other regions. They eat more healthily and are less likely to be obese and they drink and smoke less. However, there are shocking disparities in health between different areas and different income groups, with a gap of 14 years in female life expectancy between London's most prosperous and most deprived areas. The Mayor's new Health Inequalities Strategy will lead action across London to reduce these disparities and promote the health of all Londoners.

Women's lives are restricted by violence and whether they are at home, on the street, or on public transport, this is unacceptable. The Mayor is committed to tackling violence against women so in April, he will launch my new violence against women strategy which will take action on domestic violence, rape, sexual violence, forced marriage, stalking, sexual exploitation and trafficking, female genital mutilation (FGM) and crimes in the name of honour. New policing teams on the tube and extra police on the bus network have made travelling on public transport safer, while neighbourhood police teams work to ensure safety at community level along with specific action to tackle knife crime.

The Mayor remains committed to tackling the inequalities facing women in London and ensuring that their contribution and skills are fully recognised.

1. Population

The estimated female population for London in 2009 is just under 3.9 million, which represents 51.1 per cent of the total of over 7.6 million.¹ Between 2009 and 2031, there are expected to be nearly another million people in London, increasing the population by 11.6 per cent to reach 8.5 million. The female population is expected to increase by a slightly larger percentage, 12.3 per cent, to reach nearly 4.4 million by 2031.

The estimated number of adult women aged 16 and over in London is 3.16 million, making up 51.6 per cent of the total adult population. At younger ages, there are more males than females, but in older age groups women increasingly out-number men. Women make up 49.5 per cent of London's 20 to 34 year olds, but 56.5 per cent of London's 60 and over population and 66.9 per cent of the population aged 80 and over.

London's age structure is younger than other parts of the UK. In particular it has a higher proportion of young adults and a lower proportion of older people over 60. Analysis of mid-year estimates for 2007² shows that 19 per cent of London's female population were aged 25 to 34, compared with less than 12 per cent in the rest of the UK, excluding London. On the other hand, just over 17 per cent of London's female population were aged 60 and over compared with over 24 per cent in the rest of the UK.

Diversity

London has a uniquely cosmopolitan nature, attracting people from inside the United Kingdom and countries across the world by its educational, social and employment opportunities.

Population of women aged 15 and over, by ethnic group, Greater London, 2008 and 2026

	2008		2026	
	Number	%	Number	%
White	2,196,100	69.1	2,202,200	62.8
Black Caribbean	171,000	5.4	198,600	5.7
Black African	177,200	5.6	238,800	6.8
Black Other	62,100	2.0	84,000	2.4
Indian	209,700	6.6	263,100	7.5
Pakistani	62,400	2.0	87,400	2.5
Bangladeshi	63,300	2.0	94,000	2.7
Chinese	49,400	1.6	69,100	2.0
Other Asian	81,400	2.6	107,100	3.1
Other	107,000	3.4	159,600	4.6
All ethnicities	3,179,600	100.0	3,503,900	100.0

Source: GLA ethnic group population projections 2007 round.

Projections based on the broad ethnic groupings from the Census show that in 2008, 69 per cent of women in London are White and 31 per cent are from Black, Asian, and other Minority Ethnic (BAME) groups.³ This includes women of Indian origin (6.6 per cent) and

women of Black Caribbean and Black African origin, making up 5.4 per cent and 5.6 per cent respectively of the total. The other groups are Bangladeshi and Pakistani each account for two per cent of the total and Chinese women for 1.8 per cent. Black Other groups, including Black British, make up two per cent of the total and other Asian groups, 2.6 per cent.

The proportion of the population from BAME groups is expected to increase over the next two decades. By 2026, the proportion of women from these groups in London is expected to be 37 per cent.

The age structure of most BAME groups is currently younger than that of the White population, but this will gradually change over time. This means that the proportion of women over 60 from BAME groups is likely to increase from 18 per cent in 2008 to 33 per cent in 2026.

The Census groupings cover a wide range of different ethnic origins and mixtures of different ethnic groups. Country of birth figures reveal more detail about origins, but they do not include second and subsequent generations. In addition to English, Scottish, Welsh and Northern Irish groups, the White population of London includes a large Irish population, together with groups who originated in European countries like Greece, Turkey, Cyprus, France, Italy, Germany and Poland, as well as a growing Kurdish population. There are also sizeable groups living in London from Australia, the USA and New Zealand. The largest Black Caribbean group came from Jamaica, while the largest groups born in Africa are from Nigeria, Kenya, South Africa and Somalia. There is also a sizeable population from Latin America, with the largest groups from Colombia and Brazil.

London's wide diversity is also reflected in the faiths followed by its population. There are many different religious groups, but the broad groupings summarised in the 2001 Census showed that 63 per cent of women in London aged 16 and over were Christian, while 13 per cent had no religion and eight per cent had no religion stated. Seven per cent were Muslim, four per cent were Hindu and two per cent were Jewish. One per cent were Sikh one per cent Buddhist and another one per cent had various other religions.

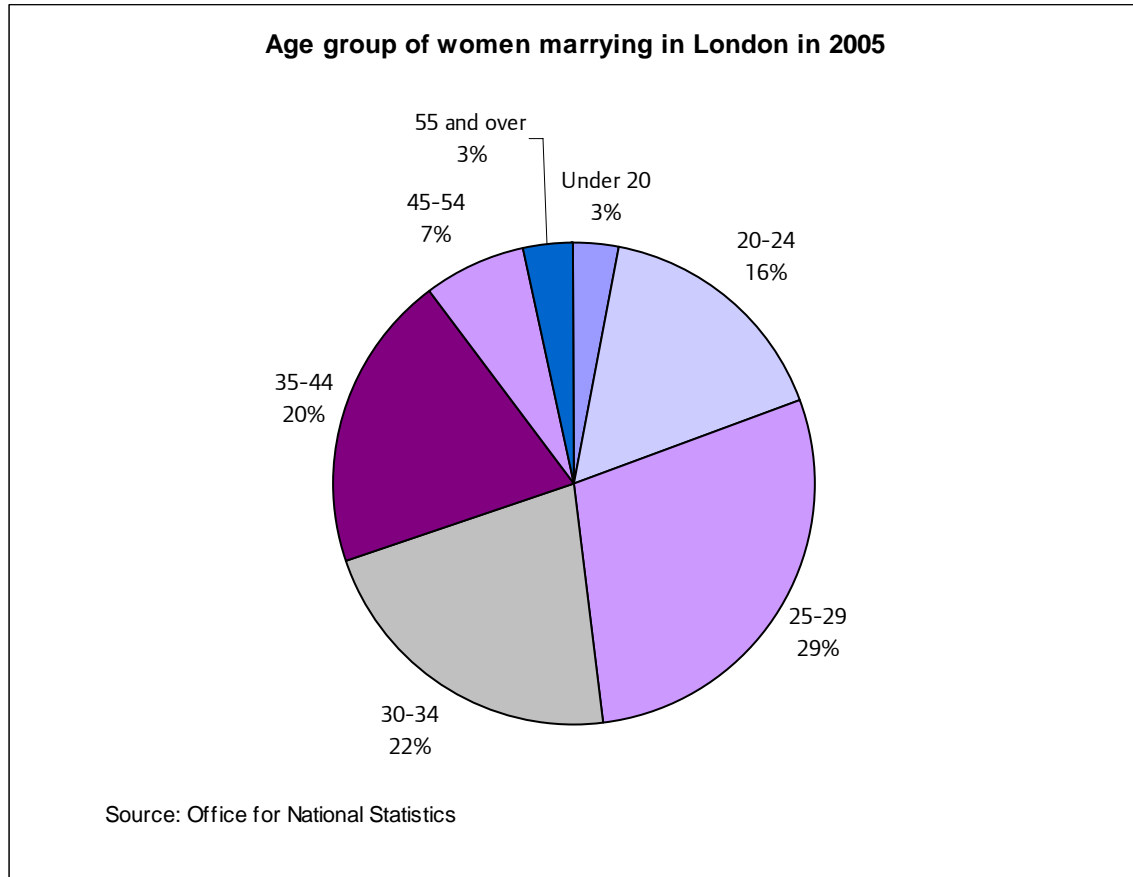
Partnership and family

There are nearly 3.2 million households in London.⁴ Almost 33 per cent are married couple households and just over 10 per cent are cohabiting couple households. Just under 10 per cent are lone parent households, mostly headed by women. Nearly 11 per cent are other multi person households and 36 per cent are people living alone.

Over a half of women in London (53 per cent) are single (unmarried), while nearly 33 per cent are married, nearly seven per cent are widowed and nearly eight per cent are divorced.

Nearly 28,000 women got married in London in 2005, the latest year for which information is available.⁵ For 80 per cent, this was their first marriage, a higher percentage than in England and Wales as a whole, where it was the first marriage for 71 per cent. In London, just over 18 per cent of women marrying were previously divorced and just over one per cent were widowed.

The peak age for marrying is between 25 and 29, but over a half of women marrying in London in 2005 were aged 30 or over. This is in line with a continuing national trend for marriage to take place at later ages.



In 2007 there were 565 civil partnerships of women registered in London among the total of 2,110.⁶ This was 46 per cent lower than the number of civil partnerships of women registered in 2006. The same degree of difference applied to the UK generally. 2006 was the first full year of operation of the Civil Partnership Act, which came into force from 21 December in England. As in the previous year, London was the most popular region within the UK in which to register a partnership, with almost a quarter of all civil partnerships taking place here.

Of the 1,130 women who registered as civil partners in London in 2007, 34 per cent were under 35, 47 per cent were aged 35 to 49 and 19 per cent were 50 or over.

There are nearly a million women in London with children aged up to 18.⁷ This represents 42 per cent of all women of working age. Nearly a third of all mothers (32 per cent) in London are lone parents, compared with 25 per cent in the rest of the UK. A higher proportion of mothers in London have a youngest child aged under five – 44 per cent, compared with 39 per cent in the rest of the UK. Mothers in London are also slightly more

likely to have three or more children – 19 per cent, compared with 17 per cent in the rest of the UK.

Births

London's younger age structure leads to a low death rate and a high birth rate. Births have increased across the UK since 2001 and in London there has been an increase of 18 per cent, from 104 thousand in 2001-02 to 123 thousand in 2006-07.⁸ A lower proportion of births in London are outside marriage – 35.8 per cent of total live births in 2007 compared with 44.3 per cent in England and Wales as a whole.

Birth rates have increased most rapidly for women in their thirties and forties and this trend is particularly apparent in London, where more than half of births are to women over age thirty. Women have tended to delay having children until they have established their careers and can afford a suitable home. In 2007, the overall birth rate in London was 68.2 per thousand women aged 15 to 44, compared with 62 per thousand in England and Wales.⁹ The rate was lower in London for all age groups below 35, including for those in their teens, but higher for women aged 35 and over.

The proportion of births to women born outside the UK has also increased and now accounts for more than half of London births, reflecting the cosmopolitan nature of the capital.

2. Employment

Most of the detailed information we have for employment in London relates to 2007, before the recession began to have an impact. More recent figures, for the four quarters in 2008, show the employment rate of women remaining very steady in London, at around 64 per cent, compared with a slight decline in the UK as a whole (although from a higher level). On the other hand, the numbers of unemployed women in London increased from 6.8 per cent to 7.9 per cent over 2008, ending up higher than the rate for men (6.7 per cent, unlike in any other region).

The South East England Development Agency has reported that the recession is taking a disproportionate toll on women in the South East, with more than 33,000 losing their jobs in the autumn, more than in any other region. It was thought that companies were shedding workers in temporary or part-time positions – areas where women make up a large part of the workforce. So far this does not seem to be mirrored in London, perhaps because women are less likely to work part-time.

The Mayor's Economic Recovery Action Plan

Launched in December 2008, the Action Plan sets out what the Mayor and the agencies he directs or influences will do to help London businesses and Londoners recover from the downturn in the economy. The Plan has three broad thrusts – to help businesses, help Londoners, and to invest in London's infrastructure and skills base to support long-term growth.

In 2007, there were nearly 1,528,000 London women in employment. Women made up 43.4 per cent of the population in employment in 2007, a slightly lower percentage than in the rest of the UK, where over 45 per cent of the employed population were women.¹⁰ The employment rate for London women was 62.7 per cent, considerably lower than the rate of 70.4 per cent in the rest of the UK. For men the difference in employment rates between London and the rest of the UK was much less marked, at 76.6 per cent compared with 78.8 per cent.

While the numbers of London women in employment has continued to grow, as a rate of the total working age population there has been little change over the last few years.

Women aged 50 to 59 in London have the highest rate of employment, at 67 per cent. Nearly 14 per cent of women aged 60 or over were still in employment in 2007.

Disabled women make up around 15 per cent of the working age population. They are far less likely to be in employment than non-disabled women. In 2007, only 43 per cent of London disabled women were in employment, compared with 66 per cent of non-disabled women. The difference in employment rates between Inner and Outer London is also more marked for disabled people than non-disabled people. In 2007, 38.7 per cent of disabled women in Inner London were in employment compared with 46.4 per cent in Outer London. The employment rates for non-disabled women were 63 per cent in Inner London and 68.4 per cent in Outer London.

Accessible London Survey

The Mayor has commissioned a major survey to discover how London can be made more accessible and inclusive in the run up to the 2012 Olympics and Paralympic Games. The Mayor wants to hear from everybody who finds it difficult to get around London and in particular disabled and deaf Londoners, parents with prams and older people. The information will be used to identify priorities and develop an action plan for a change.

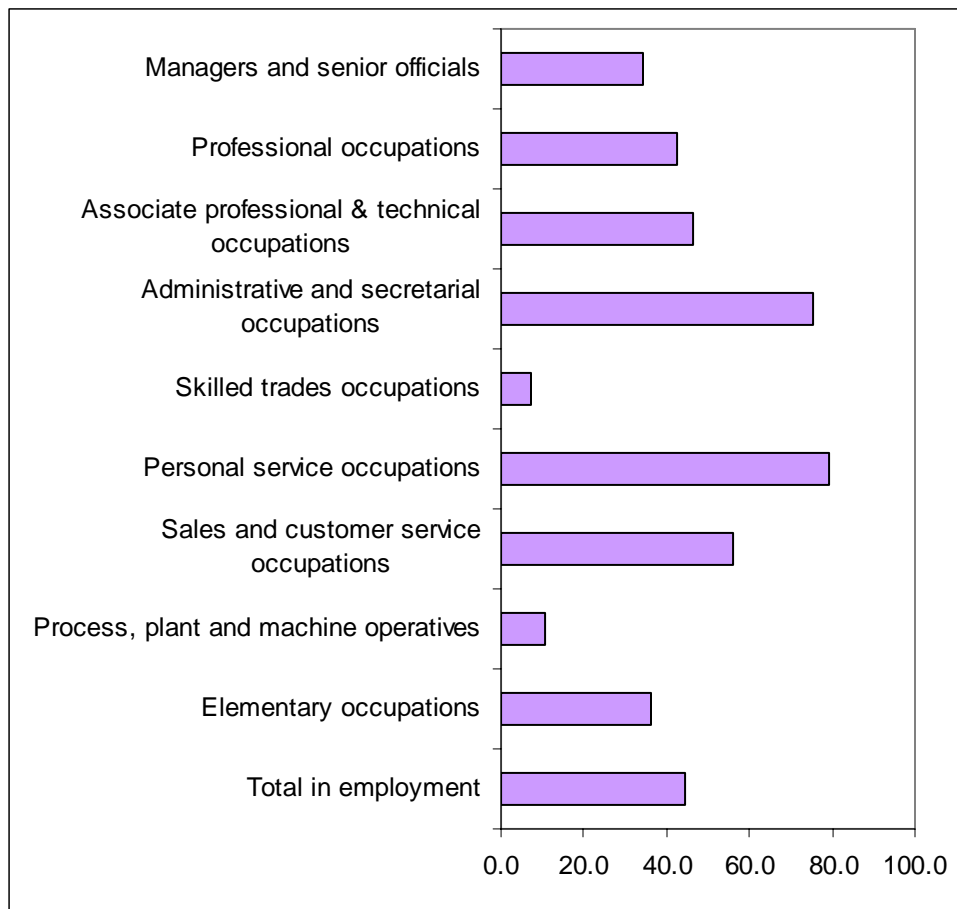
Employment rates vary markedly among different ethnic groups, partly as a reflection of their age structures and the proportion who are still in full-time education. In 2007, employment rates were highest for white women (69 per cent), Indian women (62.5 per cent) and Black or Black British women (59.7 per cent). The lowest rate was for Pakistani/Bangladeshi women, at just under 26 per cent.

Occupation

In the year ending June 2008, women made up 44 per cent of all those in employment, but the proportion of women varies greatly by type of occupation. Women are under-represented as senior managers and officials, making up 34 per cent of the total, but better represented among professionals such as doctors, lawyers and scientists, nearly 43 per cent of whom are women.

Women also make up nearly a half of those employed in associate professional and technical occupations, such as nurses, paramedics and laboratory technicians. 56 per cent of those working in sales and customer services are women.

Women make up over three-quarters of those employed in personal services, such as caring and nursing assistants, and in administrative and secretarial positions. Very low proportions of those employed in skilled trades are women (seven per cent) and process, plant and machine operatives (just over ten per cent).

Proportion of women of those in employment in London by occupation, 2007/08

Source: Annual Population Survey, Office for National Statistics

The concentration of women in particular kinds of occupations persists and this is a major factor in the gender pay gap. Discrimination and stereotypes constrain the occupational choices of both women and men. However, there have been improvements in some areas. For instance, the diversity of the Metropolitan Police Service is increasing. In 2007/08, over 40 per cent of newly recruited police officers were women, compared with 27 per cent in the previous year, and 37 per cent of new police community support officers were women.¹¹

The number of women fire fighters increased to 210 at the end of March 2008, but they only made up 3.5 per cent of the total operational staff.¹²

Mothers and work

The employment rate for mothers living in couples in London (60 per cent) is well below the rate for couple mothers in the rest of the UK (73 per cent). Within London, rates are very low for those living in Inner London, where only half (49 per cent) of all couple mothers are in work compared with 66 per cent in Outer London.

GLA research in 2006¹³ showed that some groups of London mothers have very low employment rates. These include Black and Minority Ethnic¹⁴ mothers (46 per cent), those

born outside the UK (44 per cent), disabled mothers (34 per cent) and those with no qualifications (20 per cent).

Lone mothers

The employment rate for lone mothers living in London in 2007 (44 per cent) is well below the rate for lone parents outside London (58 per cent). Lone parents in both Inner and Outer London have very low employment rates (39 and 48 per cent) compared with lone parents in the rest of the UK.

While the employment rate of London's lone parents rose, the increase was far less pronounced than nationally. Outside London, the employment rate rose from 45 to 58 per cent between 1995 and 2007. In London, rates increased from 38 to 44 per cent.

Part-time jobs

Women in London are much less likely to work part-time in London than in the rest of the UK. In 2007/08, 31 per cent of women in employment in London worked part-time compared with 42 per cent in the rest of the UK. For men, part-time rates are slightly higher in London, at 11 per cent compared with nine per cent in the rest of the UK.

Overall a quarter of jobs in London are part-time, compared to nearly a third in Great Britain as a whole. Research by GLA Economics into why there are fewer part-time jobs in London found that the difference in the industrial and occupational make-up of London and the size of companies was only a small part of the explanation.¹⁵

Childcare

The number of childcare places is lower in London than in England as a whole and childcare is considerably more expensive. The latest available figures, for August 2008, show there were 84,700 places in day nurseries in London.¹⁶ This represents 16.3 places for every 100 children aged under five, in comparison with an average of 21.4 per 100 in England as a whole. There were also 41,000 places with childminders in London, representing 7.9 per 100, compared with 9.9 in England. Childminding provision in Outer London was close to the England average, while in Inner London it was considerably lower. Places in out of school clubs, however, are more numerous in Inner London, at 8.5 per 100 children aged 5 to 14, compared with 6.4 per 100 in Outer London, which is just above the England average of 6.2.

Average nursery costs for a child under two are now £226 in Inner London and £192 in Outer London, compared with an England average of £167.¹⁷ This makes costs 35 per cent higher in Inner London and 18 per cent higher in Outer London than the England average.

For children aged two and over, the average cost in a nursery in Inner London is £200 and in Outer London, £177 per week, compared with an England average of £156. This means costs in Inner London are 28 per cent higher and in Outer London 13 per cent higher than the England average.

Out of school club costs average £40 in Inner London and £52 in Outer London, compared with an average of £40 in England. The cost in Outer London is higher than in any other region.

The London **Childcare Affordability Programme**, financed by the government and the London Development Agency, assisted over 8,000 families with the cost of childcare in 2005 to 2008, to enable parents to stay in or return to work. The Mayor and government have agreed to further pilots for 2009 to 2011, to test different ways of helping parents with childcare costs, including two schemes run by the London Development Agency with participating London local authorities.

Carers

Around one in eight women in London are providing unpaid care for relatives or friends. There is no recent source of information, but the situation is unlikely to have changed significantly since the 2001 Census, which showed that women made up 58 per cent of the total of more than 600,000 carers in London. The peak age for caring is in the fifties: 21 per cent of women in this age group are carers. Women carers are more likely to be looking after someone outside their own household (63 per cent) than men (57 per cent). 63 per cent of those providing 50 hours or more care per week are women.

According to the Office for National Statistics, the highest levels of people providing unpaid care were found in areas with higher than average levels of deprivation and long-term illness.¹⁸ The London boroughs with the highest proportion of the population providing intensive unpaid care of 20 hours or more per week were Barking and Dagenham, Newham and Tower Hamlets.

Research by Leeds University for Carers UK estimated that carers save the economy more than the total cost of the NHS.¹⁹ In London they estimate the saving to be £8.7 billion. But for carers themselves, there is often a negative effect on their own income. A recent national on-line survey²⁰ by Carers UK found that 66 per cent were spending their own income or savings to pay for care; 54 per cent were in debt; 74 per cent were struggling to pay essential utility bills; 52 per cent were cutting back on food and 32 per cent of carers paying rent or a mortgage said they could not afford to pay it.

Carers Allowance, currently £50.55 per week, is set against other welfare benefits worth the same or more. This means for example that many carers reaching pension age lose benefit as carers, though the caring itself continues. It also means many carers don't consider it worth claiming, and so miss out on underlying entitlement to extra payments for instance for council tax and housing benefit, which can mean up to £1,400 extra per year.

The Mayor has established the **London Carers Advisory Group** to advise him on the development of policy and action about carers; to support the GLA to influence policies of relevance to London carers, and share expertise to identify priorities, issues and new approaches in work on carers' issues. The Group includes representatives of carers' and other relevant organisations, local government and the health sector in London, and individual carers.

The Advisory Group has already taken part in running a winter poster campaign *Know Your Rights* to encourage carers – and older people to take up benefits.

3. Earnings and pensions

Earnings

The gap between men's and women's earnings – the gender pay gap – has once again failed to decrease in London, while in the UK as a whole it has actually widened. In the UK, men's average (median) hourly earnings stood at £12.50 per hour in April 2008, compared with £10.91 for women working full-time.²¹ This meant a gender pay gap of 12.8 per cent, up from 12.5 per cent in 2007. According to the Office for National Statistics, this national increase can be explained by a significant number of women moving into full-time jobs with low rates of hourly pay.

Average earnings are higher in London and the pay gap is more pronounced. In 2008, men's average (median) pay was £16.67 per hour for those working full-time compared with £14.66 for women working full-time. The gender pay gap in London was therefore 14 per cent at the median, the same as in 2007 and 2006.

Average (mean) hourly earnings for men working full-time in London were £21.64, compared with £12.35 for women – a gap of 23 per cent, again the same as in 2007 and 2006.

Part-time hourly earnings are on average much lower than full-time earnings and this affects women more, as they make up the majority of part-time workers. While median earnings for women working part-time in London in 2008 were £8.99 per hour, more than 30 per cent earned less than the Mayor's London Living wage level of £7.45 per hour.²²

No direct employees of the GLA group are paid below the Living Wage, and through reviewing future contracts the GLA group identifies potential opportunities for implementing the Living Wage as well as other responsible procurement priorities. A range of other employers has agreed to implement the London Living Wage.

Tax credits

Working tax credit is available for people on lower incomes working at least 16 hours a week while child tax credit is received by people with children. In spite of its very high rates of child poverty, London has the lowest take-up rates of child and working tax credits in the country. In 2005/06, it was estimated that 64 per cent of entitled families with children in London received tax credits in comparison with the UK average of 79 per cent.²³

Pensions and pension credit

Women are more likely to be living on low incomes when they reach state pension age than men. This is because of their lower earnings during their working lives and not accruing full entitlement to pensions while they have been caring for children or others full-time. They are also less likely to have a private or occupational pension. Nationally, two-thirds of those living below the government's poverty line are women, and the risk of living in poverty increases with age.

Twenty per cent of pensioner households in London are living on incomes below the official poverty line.²⁴ This compares with an average of 22 per cent in England as a whole, before housing costs are taken into account.

It is estimated that nationally only two-thirds or fewer pensioners claim their entitlement to pension credit to top up their incomes. Many also miss out on other benefits, such as Housing Benefit, Council Tax Benefit and Attendance Allowance, which is a tax-free benefit for people aged 65 or over who need help with personal care because they are physically or mentally disabled. Research by the London School of Economics in 2007 found that many older people could be eligible for extra benefits worth up to £50 per week and that around 50 per cent of those eligible for additional benefits could receive enough financial support to cover all their heating costs.²⁵

In January 2009, the Mayor launched the ***Know Your Rights*** campaign, run in partnership with key voluntary sector organisations - Citizens Advice, Age Concern London, the Princess Royal Trust for Carers and the Energy Saving Trust. The campaign is encouraging older Londoners and carers to find out more about the vital benefits they may be owed through posters at GP surgeries, libraries and community centres.

4. Women's representation

Women political representatives

There are currently 125 women Members of Parliament, making up 19.3 per cent of the total number of 646.²⁶ The proportion is higher in London where nearly 30 per cent of MPs are women – 22 out of 74. The only two women MPs from Black Asian and minority ethnic groups in the UK Parliament both represent London constituencies.

There are 145 women Peers, making up just under 20 per cent of the total members of the House of Lords.

There are 20 women members among the UK's representatives in the European Parliament.²⁷ This represents 27 per cent of the total. In London three out of the nine MEPs are women (33 per cent).

The London Assembly now has eight women members out of the total of 25, representing 32 per cent.

The latest census of local authority councillors shows that London has the highest proportion of councillors who are women of all regions in England, at 36.2 per cent in 2008.²⁸ This compares with an average of 30.8 per cent in England. The proportion of women councillors has grown faster in London than in England as a whole. In 2006, the percentages stood at 31 per cent in London and 29 per cent in England. The proportion of councillors from Black Asian or minority ethnic groups was also highest in London, at 15.9 per cent compared with an England average of 3.4 per cent, but the census does not show how many women councillors were from these groups.

In 2008, 15.7 per cent of local authority leaders in England were women, but in London there was only one woman leader.²⁹ At 3.4 per cent, this was the lowest percentage of any region in England.

Women in senior positions in local authorities

In England as a whole, 20 per cent of local authority chief executives were women in June 2008.³⁰ In London, six out of 32 boroughs have a woman chief executive, a slightly lower proportion of nearly 19 per cent.

Women in business

The number of women in senior positions in businesses is increasing at a very slow rate. In 2008, there were five women chief executive officers in the FTSE100 – the most highly capitalised companies quoted on the London Stock Exchange.³¹ The total number of women directors was 131, making up 11.7 per cent of the total, compared with 123 (11.0 per cent) in 2007. But 22 companies had exclusively male boards. In the top 100 companies, 12.1 per cent of senior managers were women.

Among the next largest companies, the FTSE250, less than half (44.4 per cent) had any women directors and only six had a woman chief executive officer. Overall women held seven per cent of directorships and made up 13.7 per cent of senior managers.

The 2007 London Annual Business Survey, commissioned by the London Development Agency and Business Link for London, found that 16 per cent of businesses in London could be categorised as women-owned (where over 50 per cent of owners or partners are female). Women-owned businesses are more likely to be smaller and in specific sectors, particularly education, health, social work and other community, social and personal activities.

Women in public positions

In 2007-08, there were 854 appointments and reappointments of women to public boards, representing 32.6 per cent of the total.³² This was considerably lower than the proportion in the previous year, which was 36.2 per cent.

The independent Commissioner for Public Appointments reported that although more women were appointed to chair executive and advisory non-departmental public bodies, significantly fewer women were appointed to chair health bodies compared with the previous year.

5. Crime and safety

Metropolitan police figures show that the overall level of crime in London has continued to decrease and in 2008, it was at its lowest level for ten years.³³ The total number of offences was three per cent lower in 2008 than in 2007; serious violence and assault went down by just over three per cent; and robbery by over 17 per cent.³⁴ Knife crime went down by nearly 13 per cent and gun crime by 26 per cent. Homophobic crime went down by 1.5 per cent. However, race crime went up by two per cent and reported rape went up by 18.5 per cent. Domestic crime went up by nearly five per cent.

Victims

National figures show that women are less likely to be victims of violent crime than men, except in the case of rape, sexual assault and domestic violence. According to the British Crime Survey in 2007/08, 2.3 per cent of women in England and Wales had experienced one or more violent crimes in the year prior to interview, compared with 4.1 per cent of men.³⁵ The risk of violence was highest for women aged 16-24, at 6.4 per cent. The risk decreased with every age group, to 0.4 per cent of women aged 64 to 74 and 0.2 per cent of those aged 75 and over. Single mothers were the most likely group to experience domestic violence (3.4 per cent compared with 0.6 per cent of women overall).

Around a quarter of those victims of homicide recorded by the police in England and Wales in 2006/07 were women. This is a reduction compared to the previous few years when roughly 30 per cent of homicide victims were women. The majority of female homicide victims knew the suspect - 68 per cent of women versus 44 per cent of men. For female victims acquainted with the suspect, 65 per cent were killed by their partner, ex-partner or lover compared to only 11 per cent of men.

Women were slightly more likely than men to be the victims of theft from the person - 1.5 per cent experienced this crime nationally in 2007/08, compared with 1.0 per cent of men. Again young women aged 16 to 24 were the most likely age group to experience theft from the person, at 2.4 per cent.

Domestic violence, rape and assault

Over a quarter of women (29 per cent) have experienced abuse by a partner or ex-partner at some point in their lives.³⁶ In the 12 months ending December 2008, the Metropolitan Police recorded over 54,000 domestic violence offences, an increase of 6.1 per cent over the previous year. The number of domestic violence murders has increased again, after decreasing each year since 2003.

Research for the Crown Prosecution Service showed that specialist domestic violence courts provide better support for victims and more effective and streamlined ways of dealing with offences. However, London is underserved in comparison with other regions as it only has four such courts.³⁷

National recorded crime figures showed that in 2007/08, 92 per cent of victims of rape were female and 89 per cent of victims of sexual assault.³⁸ The sanction detection rate for sexual offences was 28 per cent in London in 2007/08, slightly lower than the average rate of 30 per cent in England and Wales.³⁹

London is also underserved in terms of rape crisis intervention with one Rape Crisis centre in Croydon. The issue of gaps and need for rape crisis provision in London will be considered in the Mayor's new Violence Against Women Strategy.

London Violence Against Women Strategy

The Mayor has been working in partnership with the Child and Woman Abuse Studies Unit at London Metropolitan University as well as a broad range of voluntary and statutory sector organisations to develop a London Violence Against Women Strategy, which will be launched for public consultation in April 2009. It will address wider forms of gender-based violence in London including rape, domestic violence, forced marriage, stalking, sexual exploitation, prostitution and trafficking, female genital mutilation and crimes in the name of honour.

Offenders

Women are much less likely to be arrested for crime than men, less likely to be imprisoned and more likely to be cautioned or fined.

In 2007, women comprised just over one fifth of all those sentenced. Three per cent of sentenced women were given custodial sentences compared to eight per cent of men. After steep rises in the numbers and proportions of women offenders sent to prison in the 1990s, both have fallen since 2002.⁴⁰

Women in prison are most commonly serving a custodial sentence for drug offences; for men it is most commonly for violent offences. Women are more likely than men to be subject to proceedings for breach of prison discipline and they are more likely to self-harm and commit suicide. Women prisoners also have greater physical and mental health needs than male prisoners and report higher rates of ill health than women in the general population.

In 2007 women comprised over one in four of those given a caution, with theft and handling stolen goods being the offence group most likely to attract a caution. The number of cautions for indictable offences has increased each year since 2002 and the rate of increase was greater for women than for men. Three-quarters of all female sentences resulted in a fine compared to 64 per cent of male sentences.

Youth crime

Rates of offending are much higher for people under 25 than older people and the peak age for offending for both females and males is 14 or 15. Although there has recently been an increase in the number of female young offenders, they are still only a small minority of young offenders. In 2007/08, the number of offences committed by female offenders aged 10 to 17 nationally was 22 per cent higher than in 2003/04, compared with a nine per cent decrease for young male offenders, but they were responsible for only a fifth of offences.⁴¹

In November 2008, the Mayor published for consultation ***Time for Action***, his vision for a programme of action for equip young people for the future and preventing violence. The Mayor's programme focuses on supporting young people who are in custody for the first time; keeping young people in education; Mayor's Scholars, London Academies and Apprentices; developing character and responsibility; expanding sport and music opportunities; and establishing and disseminating what works best.

6. Transport and travel

Women in London are more likely to use buses and to walk than men, but less likely to use the tube, trains, cars or vans. Women also make slightly more trips than men – in 2006/07, they made an average of 2.93 per day, compared with 2.76 for men. A third of the trips made by women on weekdays were on foot (34 per cent) and 16 per cent were on buses. Ten per cent were by rail or Underground, one per cent by cycle and another one per cent by taxi. The rest – 38 per cent were by car or van. On average women spent 78 minutes travelling each weekday, compared with an average of 90 minutes for men.

Cars

Both women and men are less likely to hold a full car driving licence in London than in other regions, and the proportions have slightly decreased over the last decade. In 2006-07, 55 per cent of women in London held a full driving licence, compared with an average of 63 per cent in Great Britain.⁴² In 1995-97, the proportion of women holding licences was 56 per cent in London, similar to the Great Britain average of 57 per cent.

Households in London are less likely to have a car than those in any other region. In 2006, 36 per cent of London households did not have a car, compared with an average of 24 per cent of households in Great Britain.

Safety

British Transport Police figures show that crime on the London Underground and Docklands Light Railway network went down 11 per cent in 2007/08, while passenger numbers continue to increase.⁴³ Robbery went down by nearly 52 per cent, violent crime by 11 per cent and criminal damage by 29 per cent. Theft from passengers has gone down by just over six per cent and sexual offences by more than 15 per cent.

In 2003, there were 450 British Transport Police officers for London Underground. Over the last few years this has increased to more than 700.

There were 23,210 road traffic collisions within Greater London involving personal injury reported to the Metropolitan and City Police during 2007.⁴⁴ This is a six per cent decrease compared with 2006. These collisions resulted in 28,361 casualties, of whom 37 per cent were female. Females accounted for 64 per cent of bus or coach occupant casualties and 45 per cent of car occupant casualties.

Of all casualties, 222 were fatally injured, 3,562 were seriously injured, and 24,577 were slightly injured.

Fatalities and serious injuries in 2007 both decreased by four per cent over the year before, and slight injuries decreased by five per cent.

Car occupants accounted for 47 per cent of all casualties, 25 per cent of all serious injuries and 23 per cent of all fatalities. Pedestrians on the other hand represented 19 per cent of all casualties, 34 per cent of all serious injuries and 49 per cent of all casualties.

Half-price fares and freedom pass

The Mayor has announced that from 2 January 2009, a new discount travel scheme will mean those on Income Support can apply for a 50 per cent reduction on bus and tram fares and that older Londoners will now be able to use their Freedom Passes 24 hours a day on Transport for London services. From April 2009, the half-price fares scheme will be extended to those on Jobseeker's Allowance or the new Employment and Support Allowance.

7. Education and qualifications

Educational attainment and qualifications continue to improve in London and at every stage at school, girls out-perform boys. More women are going on to university and getting higher grades in their degrees. The labour market in London is more demanding and the minority of women with no qualifications have a harder task finding jobs than women in the rest of the UK.

GCSEs

In 2007/08, 69.4 per cent of girls in London obtained 5 or more GCSEs graded A* to C, compared with 60.6 per cent of boys.⁴⁵ Both percentages were just above the England average for the maintained sector.

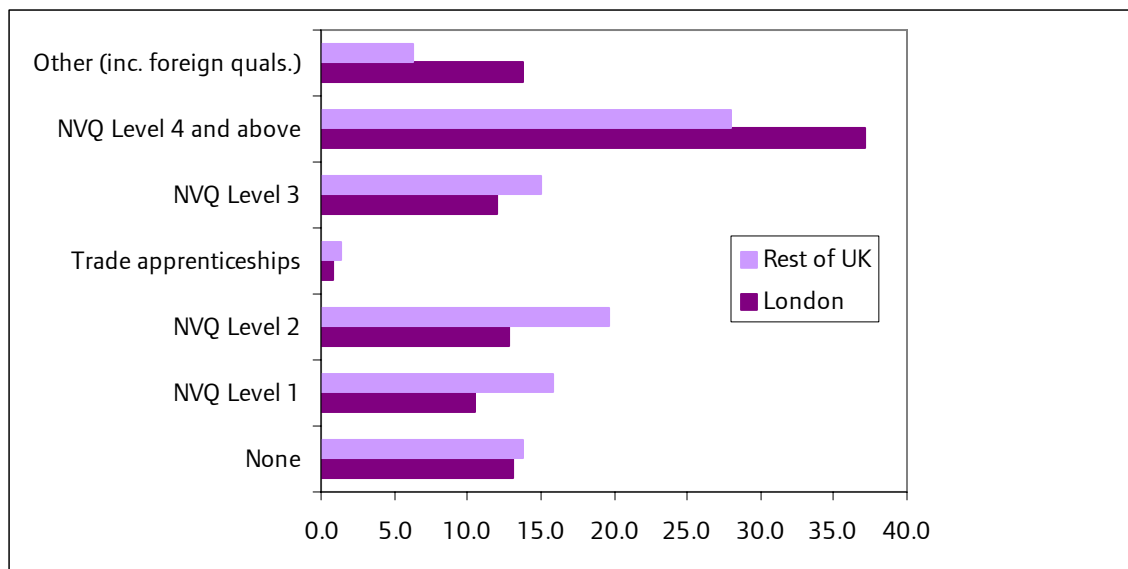
Higher education

Women are more likely to go into higher education than men and to get better qualifications while there. Fifty-eight per cent of UK students obtaining a first degree in UK higher education institutions in 2007/08 were women. Women were also more likely to obtain the highest grades in their first degrees – 64 per cent in the UK in 2007/08 were awarded a first or upper second-class degree, compared with 58 per cent of men.

Qualifications

The qualification levels of women and men of working age in London are very similar, but markedly different from those elsewhere in the UK. The main difference is for those with degree level qualification or higher (NVQ Level 4). Over 37 per cent of women in London are qualified to this level, compared with 28 per cent of women elsewhere in the UK. A slightly lower proportion of women in London have no qualifications at all, at 13.7 per cent, compared with 13.1 per cent of women elsewhere in the UK.

Qualifications of women aged 16 to 59 in London and the rest of the UK, 2007



Source: Annual Population Survey, 2007

London has a very low level of trade apprenticeships compared with the rest of the UK and women are less likely to be apprentices than men. Only 0.8 per cent of women hold trade apprenticeships in London, compared with 1.4 per cent in the rest of the UK. For men, the proportions are three per cent in London and eight per cent elsewhere in the UK.

The employment rate of women increases with the level of qualification, although the rate in London is lower than the rest of the UK at all levels. So for those with a degree level qualification or above, just over 80 per cent of women in London were in employment in 2007, and over 85 per cent in the rest of the UK. The gap between London and the rest of the UK widens as the qualification level decreases, so for those without any qualifications only 29 per cent of women in London were in employment, compared with nearly 42 per cent in the rest of the UK.

The Mayor of London chairs the **London Skills and Employment Board**, which published its strategy ***London's Future*** in July 2008. The Strategy seeks to work with employers to better support them in providing more job and skills opportunities to Londoners and to ensure that Londoners get the skills and support they need to secure and progress in employment.

8. Health

Women in London in general have better health than those in most other regions. They eat more healthily and they drink and smoke less. However, there are large inequalities between different areas and different income groups.

Women's self-assessment of their own health status from the 2001 Census showed that 63 per cent of women in London regarded themselves as in good health, compared with an average of 60 per cent for England and Wales. Although this proportion decreases with age, on average older women in London were still more likely to be in good health than those elsewhere.

At a borough level, however, there were significant differences, which can be illustrated using an age-standardised ratio of 100 to indicate areas with average levels of good health, equal to the population of England as a whole. Levels higher than 100 indicate higher than average good health, and levels lower than 100 indicate lower than average good health. Richmond, Kensington and Chelsea, Bromley, and City of London had the highest levels of self-reported good health for women, with ratios greater than 106.⁴⁶ Tower Hamlets, Hackney, Islington, Newham, and Barking and Dagenham had ratios less than 94, and the lowest levels of self-reported good health.

Mayor's Health Inequalities Strategy

Under the 2007 Greater London Authority Act, the Mayor has new health duties to promote a reduction in health inequalities, in addition to promoting improvements in the health of Londoners and to develop and lead a statutory pan-London health inequalities strategy, working with the Department of Health, the London Strategic Health Authority and other partners. A public consultation draft of the Mayor's Health Inequalities Strategy will be published in Spring 2009.

Healthy living

A higher proportion of women in London (66 per cent) have never smoked cigarettes regularly than in any other region, where the proportion ranges between 43 per cent in the North East and 63 per cent in the east of England.⁴⁷ In 2007, 17 per cent of women in London currently smoked cigarettes, compared with a high of 33 per cent in the North East. Only the South East had a lower proportion, of 13 per cent.

Women in London are also less likely to drink alcohol. In a survey week in 2007, 55 per cent of women had not drink any alcohol in the last week, compared with between 33 per cent and 47 per cent in other English regions. Eight per cent of London women drank on five or more days in the last week, compared with between nine and 16 per cent in other regions.

Thirty-five per cent of London women ate five or more portions of fruit and vegetables every day, the highest of any region except the South West (36 per cent).

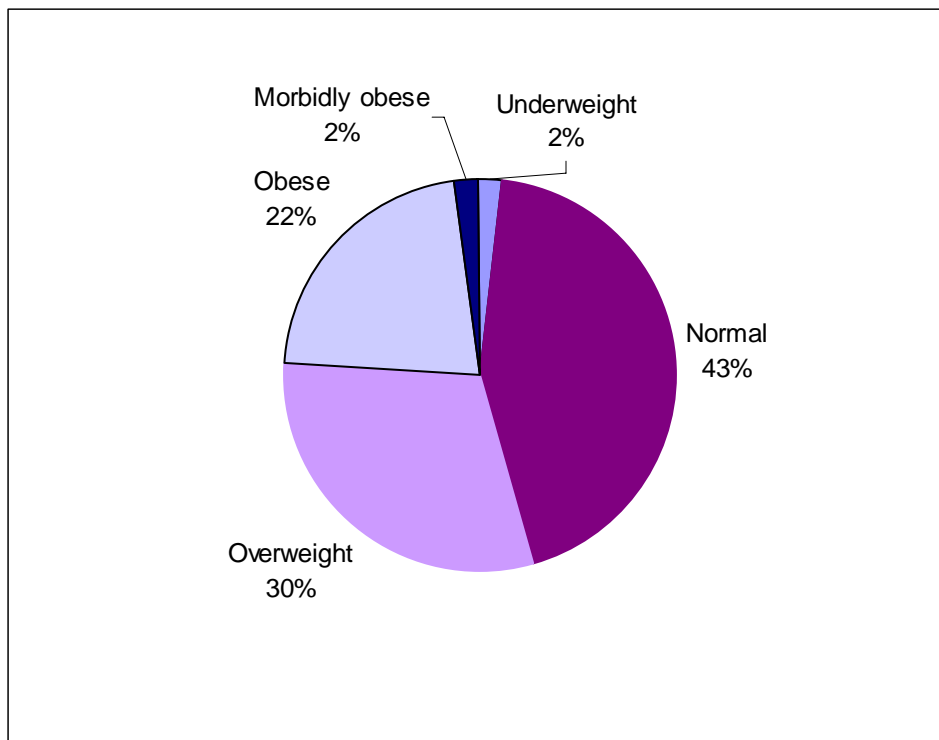
Sixteen per cent of women in London considered themselves very physically active, again the highest of any region, but only 50 per cent were 'fairly physically active', compared with between 53 per cent and 60 per cent in other regions. Seven per cent of London

women were not at all physically active. Only the North West had a higher rate, at eight per cent.

The proportion of women in London who were overweight was around average, at 54 per cent, including 25 per cent who were classified as obese. Men were more likely to be overweight – 60 per cent in London, including 22 per cent obese. Two per cent of women were underweight, but this is particularly a problem for young women. In England as a whole, seven per cent of 16 to 24 year olds were underweight. Overweight and obesity are highest amongst women aged 55 to 74.

Overweight and obesity are becoming far more prevalent among children. In London, 27 per cent of girls and 32 per cent of boys were classified as overweight, including 16 per cent and 18 per cent respectively who were obese.

Weight of women aged 16 and over in London, 2007



Source: Health Survey for England 2007

Life expectancy

Life expectancy at birth for an area is an estimate of the average number of years a hypothetical newborn baby would survive if he or she experienced the particular area's age-specific mortality rates for that time period throughout his or her life. This is a good summary indicator of the health status of the population, closely related to the level of deprivation. There continues to be a slow increase in life expectancy in both London and England, but the gap between the least and most deprived areas has widened. In 2005-2007, life expectancy for females stood at 82.4 in London and 81.7 in England and for males stood at 77.9 years in London and 77.5 in England.

At borough level, rates for female life expectancy for 2005-07 ranged between 79.8 in Newham and 87.8 in Kensington & Chelsea, a gap of eight years. At ward level there was a difference of more than 14 years between the lowest and highest female life expectancy rates – from 76 in Custom House in Newham to 90 in Knightsbridge and Belgravia in Kensington and Chelsea.⁴⁸

Infant mortality

The infant mortality rate is the number of deaths of children under one year per 1,000 live births. The rate is influenced by maternal health and social class.

There has been a continuing decline in infant mortality in both London and England. In 2007, the infant mortality rate in London was 4.5 per 1,000 live births, compared with 4.8 in England.⁴⁹ There is considerable variation between boroughs, but the boroughs with the highest rates are not consistent over time.

Borough rates are only available as three-year averages so the latest relate to 2004-2006, when the England average was 5.0 per 1,000. The boroughs with the highest rates at that time were Enfield, Haringey, Harrow and Newham (all 6.5 per 1,000 or above). The boroughs with the lowest rates were Kensington and Chelsea and Richmond upon Thames (2.2 and 2.3 respectively per 1,000).

Sexual health

London has the highest number of sexually transmitted infections of any region in England and the rate of infection continues to increase. There were 96,223 new infections diagnosed in London GUM clinics in 2007, a seven per cent increase on 2006.⁵⁰ This is in addition to infections diagnosed in other settings, such as GP surgeries and community clinics.

In 2007, the most common sexually transmitted infection diagnosed in London GUM clinics was genital chlamydia followed by genital warts, gonorrhoea and genital herpes. The number of women diagnosed with chlamydia in London in 2007 represented 291 per 100,000 population overall, but the proportion of young women aged 16 to 19 diagnosed was far higher, at 2002 per 100,000. Chlamydia can often remain undetected but can result in reproductive problems.

HIV

An estimated 77,400 people were living with HIV in the UK at the end of 2007, but over a quarter were unaware of their infection.⁵¹ The number of new diagnoses of HIV has

remained at a similarly high level since 2003. During 2007 there were 7,734 new diagnoses of HIV in the UK, of which an estimated 55 per cent acquired the infection through heterosexual contact. It is also estimated that over three-quarters of the heterosexually acquired new diagnoses were infected abroad.

While a high proportion of the UK's total of people diagnosed with HIV live in London, this has decreased substantially from 63 per cent in 1998 to 48 per cent in 2007.

Teenage pregnancy

In 2006, the under-18 conception rate per 1,000 young women aged 15 to 17 was 45.6 in London compared with 40.6 in England. The rate in Inner London was 56.0, while in Outer London it was 40.3 per 1,000, very close to the England rate.

Teenage pregnancy rates have been reducing slowly in England, but rose again slightly in 2007. Rates in Inner London have been reducing at a faster rate, although from a much higher starting point, but in 2006 there was a slight increase on the year before. There is a wide variation between boroughs, with the rates in Lambeth and Southwark around three times as high as the rate in Kingston upon Thames.

A higher proportion of under 18 year olds in London have abortions than in England as a whole. In 2007, the rate of abortions per 1,000 young women aged 15 to 17 was 27, compared with an average of 20 across England.

Abortions

In 2007, there were just over 50,200 legal abortions to London residents, a slight decrease on the number the year before (51,000). The rate per 1,000 women aged 15 to 44 was 28 in London, higher than the rate of just under 19 per thousand in England as a whole. The rates were highest amongst women aged 18 and 19, at 51 per 1,000 women in the age group, and those aged 20 to 24, at 50 per thousand.

A higher proportion of abortions in London took place early, at less than ten weeks of conception – 74 per cent in 2007, compared with 70 per cent in England. In both London and England, 90 per cent of abortions took place within 12 weeks of conception.

9. Housing and homelessness

House prices

While prices have fallen in London as well as nationally, house prices in London are still considerably higher than the England and Wales average. At the end of December 2008, the average price of a house sold in London was £307,071, nearly twice as high as the average of £158,946 in England and Wales.⁵² Prices in London fell by 12.9 per cent over the year, slightly less than the 13.5 per cent decrease in the England and Wales average. Within London, average prices are lowest in Barking and Dagenham, at £227,014 and highest in Kensington and Chelsea at £773,516. The volume of house sales has dropped considerably – two thirds lower in October 2008 than October 2007.

Even with large decreases in prices, buying a home is still beyond the means of many Londoners. Taking the average price of a flat or maisonette in the cheapest borough (Barking and Dagenham), just under £200,000 at the end of 2008, this is nearly eight times the annual average salary of a qualified nurse, including Outer London supplement.⁵³ The England average for the cheapest type of home (a terraced house) was £123,376, which is 5.4 times the average salary of a qualified nurse.

Rents

The high price of housing means that younger people have turned increasingly to the private rented sector. However rents are also considerably higher in London than in other regions. In 2005-07, the average rent in London was £194 per week, more than 50 per cent higher than the England average of £128, and 38 per cent higher than in the South East, next most expensive region, at £141 per week.

Overcrowding

The latest survey of housing in England shows that London has the highest rate of overcrowding of any region.⁵⁴ Overall, 6.8 per cent of households in London were living in overcrowded housing in 2007-08, more than twice the average proportion of 2.7 per cent in England. Overcrowding is higher amongst households in social housing (12.7 per cent) and those in privately rented property (9.8 per cent), but even for owner-occupiers it is higher at 3.0 per cent than the England average for all tenures.

Homelessness

In March 2008, there were nearly 45,000 households with children (nearly all of which are headed by women or include women) or pregnant women in temporary accommodation in London.⁵⁵ Most of the households are placed by local authorities in properties in the private rented sector. Domestic violence and relationship breakdown are prime causes of homelessness.

In addition to homeless families, there are also single women living in various kinds of temporary accommodation, such as hostels, bed and breakfast hotels or with friends or relatives. It has been estimated that women make up 25 per cent of the total of these 'hidden homeless people' and a third of those living in mixed hostels.⁵⁶ Official counts suggest that there are 238 rough sleepers on London streets on any one night and that

over the course of a year 3,000 people will sleep rough in the capital. Roughly 13 per cent of rough sleepers contacted by outreach teams are female.

Housing Strategy

The Mayor's draft housing strategy was published for consultation with the London Assembly in November 2008. It includes:

Through the *First Steps* housing programme Londoners earning at the basic rate of income tax up to a household income limit of £72,000 a year will be eligible for discounted and low cost homes.

Aiming to deliver 50,000 affordable homes by 2011, in particular larger homes for families. Of these, 30,000 will be social rented homes, to reduce homelessness and overcrowding, and the remainder will be for low cost home ownership and renting.

The Mayor is also committed to ending rough sleeping in the capital. He will lead a new London Delivery Board bringing together the government, the London boroughs, the voluntary sector and other key stakeholders to identify the issues underlying rough sleeping, propose solutions and work in partnership to achieve this aim.

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Directory of Women's Organisations in London

Abortion Rights**Tel:** 020 7923 9792**Web:** www.abortionrights.org.uk**African Well Women's Clinic****Tel:** 020 7188 6872**African Women's Welfare Group****Tel:** 020 8885 5822**Email:** awwghsaid@aol.com**Akina Mama wa Afrika****Tel:** 020 7359 8252**Email:** amwa@gn.apc.org**Web:** www.akinamamawafrika.org**Al-Hasaniya – Moroccan Women's Centre****Tel:** 020 8969 2292**Amnesty International Women's Action Network****Tel:** 020 7814 6200**Email:** women@amnesty.org.uk**Web:** www.amnesty.org.uk**Arachne Greek Cypriot Women's Group****Tel:** 020 7263 6261**Email:** info@arachnegroup.co.uk**Web:** www.arachne-group.org**Ashiana Project****Tel:** 020 8539 9656 / 020 8539 0427 / 020 8539 6800**Email:** info@ashiana.org.uk**Web:** www.ashiana.org.uk**Asian Women of Achievement Awards****Tel:** 020 7368 7123**Asian Women's Counselling Service****Tel:** 020 8570 6568**Email:** taha001@aol.com**Web:** www.taha.org.uk/counsel**Association for Women in Science and Engineering****Tel:** 020 7470 4929**Email:** info@awise.org**Web:** www.awise.org**Association of Greater London Older Women****Tel:** 020 7281 3485**Email:** admin@aglow.uninet.co.uk**Association of Radical Midwives****Tel:** 01865 248 159**Web:** www.midwifery.org.uk**Association of Women Solicitors****Tel:** 020 7320 5793**Email:** enquiries@womensolicitors.org.uk**Web:** www.womensolicitors.org.uk**Association for Improvement in the Maternity Services (AIMS)****Tel:** 0870 765 1433**Web:** www.aims.org.uk**BAPS Shri Swaminarayan Mandir****Tel:** 020 8965 2651**Email:** info@mandir.org**Web:** www.mandir.org**Beverley Lewis House****Tel:** 0800 432 0457**Web:** www.east-living.co.uk/beverleylewishouse**Email:** info@east-living.co.uk**Black Londoners Forum****Tel:** 020 8709 9781**Email:** info@blacklondon.org.uk**Black Women in the Arts****Tel:** 020 7923 7658**Web:** www.blackwomenart.org.uk**Black Women's Mental Health Project****Tel:** 020 8961 6324**Email:** bwmhp@yahoo.com**Black Women's Rape Action Project****Tel:** 020 7482 2496**Email:** bwrap@dircon.co.uk**Web:** www.womenagainstrape.net**Body & Soul****Tel:** 020 7383 7678**Email:** info@bodyandsoulcharity.org**Web:** www.bodyandsoul.demon.org**Breakthrough Breast Cancer****Tel:** 020 7025 2400**Email:** info@breakthrough.org.uk**Web:** www.breakthrough.org.uk**Breast Cancer Care****Tel:** 020 7384 2984**Email:** info@breastcancercare.org.uk**Web:** www.breastcancercare.org.uk**British Association of Women Entrepreneurs****Tel:** 01789 446 044**Web:** www.bawe-uk.org

Bronze Woman Monument Project**Tel:** 020 7091 9491**Email:** tanzeem.ahmed@olmec-ec.org.uk**Web:** www.bronzewoman.org.uk**Brook Advisory Centres****Tel:** 020 7284 6040**Email:** admin@brookcentre.org.uk**Web:** www.brook.org.uk**Business Link for London****Tel:** 0845 6000 787**Web:** www.businesslink.gov.uk**Campaign Against Domestic Violence****Tel:** 020 8520 5881**Email:** enquiries@cadv.org.uk**Web:** www.cadv.org.uk**Carers UK****Tel:** 020 7378 4999**Email:** info@carersuk.org**Web:** www.carersuk.org**Caribbean Womens Writers Alliance****Tel:** 020 7919 7396**Email:** caribbean@gold.ac.uk**Central America Women's Network (CAWN)****Tel:** 020 7833 4174**Email:** info@cawn.org**Web:** www.cawn.org**Child and Woman Abuse Studies Unit****Tel:** 020 7133 5014**Email:** cwasu@londonmet.ac.uk**Web:** www.cwasu.org**Childcare Plus****Tel:** 020 7476 8585**Email:** info@startingupchildcare.co.uk**Web:** www.startingupchildcare.co.uk**Club Des Femmes****Web:** www.clubdesfemmes.com**Cinenova****Tel:** 020 8981 6828**Email:** info@cinenova.org.uk**Web:** www.cinenova.org.uk**City Women Network****Tel:** 01895 272 178**Email:** admin@citywomen.org**Web:** www.citywomen.org**Co-operative Women's Guild****Tel:** 01206 752 237**Email:** coopwomensguild@btconnect.com**Web:** www.coopwomensguild.co.uk**Daycare Trust****Tel:** 020 7840 3350**Email:** info@daycaretrust.org.uk**Web:** www.daycaretrust.org.uk**Discrimination Law Association****Tel:** 0845 478 6375**Email:** info@discriminationlaw.org.uk**Web:** www.discriminationlaw.org.uk**Dynamic Women's Asian Network (DAWN)****Tel:** 020 7272 4669**Email:** info@mydawn.co.uk**Web:** www.mydawn.co.uk**East London Black Women's Organisation (ELBWO)****Tel:** 020 8534 7545**Email:** info@elbwo.org.uk**Web:** www.elbwo.org.uk**Eaves****Tel:** 020 7735 2062**Email:** post@eaveshousing.co.uk**Web:** www.eaves4women.co.uk**Equality and Human Rights Commission****Tel:** 020 3117 0235**Email:** info@equalityhumanrights.com**Web:** www.equalityhumanrights.com**European Federation of Black Women Business Owners****Tel:** 020 7978 9488**Email:** info@efbwbo.net**Web:** www.efbwbo.net**Everywoman****Tel:** 0870 746 1800**Email:** info@everywoman.com**Web:** www.everywoman.com**Family Planning Association****Tel:** 020 7608 5240**Web:** www.fpa.org.uk**Feminist Coalition Against Prostitution****Email:** londonfeminist@yahoo.co.uk**Web:** www.fcap.btik.com**The Fawcett Society****Tel:** 020 7253 2598**Email:** info@fawcettsociety.org.uk**Web:** www.fawcettsociety.org.uk**Foundation for Women's Health, Research and Development (Forward)****Tel:** 020 8960 4000**Web:** www.forwarduk.org.uk

Gemma

Email: gemmagroup@hotmail.com

Gingerbread

Tel: 0800 018 4318

Email: office@gingerbread.org.uk

Web: www.gingerbread.org.uk

Greater London Domestic Violence Project

Tel: 020 785 3860 / 1 / 2 / 3 / 4

Email: info@gldvp.org.uk

Web: www.gldvp.org.uk

Greenwich Women's Centre

Tel: 020 8317 4141

Hillcroft College

Tel: 020 8399 2688

Email: enquiry@hillcroft.ac.uk

Web: www.hillcroft.ac.uk

Hillingdon Women's Centre

Tel: 01895 259578

Email: hillingdonwomen@aol.com

Web: www.hillingdonwomenscentre.org.uk

Housing for Women

Tel: 020 7501 6120

Web: www.hfw.org.uk

Imece

Tel: 020 7354 1359

Email: info@imece.org.uk

Web: www.imece.org.uk

International Community of Women Living with HIV / AIDS

Tel: 020 7704 0606

Email: info@icw.org

Web: www.icw.org

Jewish Women's Aid

Tel: 020 8445 8060

Helpline: 0800 59 12 03

Email: info@jwa.org.uk

Web: www.jwa.org.uk

Justice for Women

Email: info@justiceforwomen.org.uk

Web: www.justiceforwomen.org.uk

Kalayaan Centre

Tel: 020 7243 2942

Email: kalayaanuk@aol.com

Web: www.kalayaan.org.uk

Kenya Women's Association

Tel: 020 8459 4839

Web: www.equal-works.com

Kingston Women's Centre

Tel: 020 8541 1964

Lambeth Women's Workshop

Tel: 020 8670 0339

Email: lwworkshop@btconnect.com

Latin American Women's Rights Service

Tel: 020 7336 0888

Email: lawrs@lawrs.org.uk

Web: www.lawrs.org.uk

Lesbian and Gay Coalition Against Racism

Tel: 020 7247 9907

Email: lagcarinfo@googlemail.com

Web: www.naar.org.uk/lagcar

Lesbian and Gay Employment Rights

Tel: 020 7704 2205

London Civic Forum

Tel: 020 8709 9770

Email: info@londoncivicforum.org.uk

Web: www.londoncivicforum.org.uk

London Cycling Campaign

Tel: 020 7234 9320

Web: www.lcc.org.uk

London Feminist Network

Email: londonfeminist@yahoo.co.uk

Web: www.ldnfeministnetwork.ik.com

London Irish Women's Centre

Tel: 020 7249 7318

Email: info@liwc.co.uk

Web: www.liwc.co.uk

Medical Women's Federation

Tel: 020 7387 7765

Email: mwf@btconnect.com

Web: www.medicalwomensfederation.co.uk

Meet a Mum Association

Tel: 0845 120 3746

Web: www.mama.co.uk

Menopause Exchange

Tel: 020 8420 7245

Email: mexchange@btinternet.com

Microsyster

Tel: 020 7241 3492

Web: www.microsyster.org.uk

mother@work

Tel: 01273 670 003

Email: info@motheratwork.co.uk

Web: www.motheratwork.co.uk

Mothers in Business

Web: www.mothersinbusiness.co.uk

Muslim Women's Helpline**Tel:** 020 8908 3205**Email:** mwhl@rethink.org**National Assembly of Women****Tel:** 0191 252 0691**Email:** naw@sgn.apc.org**Web:** www.sisters.org.uk**National Black Women's Network****Tel:** 020 7544 1010**Email:** info@nbwn.org**Web:** www.nbwn.org**National Childbirth Trust****Tel:** 0870 444 8707**Web:** www.nct.org.uk**National Council for One Parent Families****Tel:** 020 7428 5400**Email:** info@oneparentfamilies.org.uk**Web:** www.oneparentfamilies.org.uk**National Council of Women of Great Britain****Tel:** 01325 367375**Email:** info@ncwgb.org**Web:** www.ncwgb.org**National Endometriosis Society****Tel:** 020 7222 2781**Email:** enquiries@endometriosis-uk.org**Web:** www.endometriosis-uk.org**National Federation of Women's Institutes****Tel:** 020 7371 9300**Email:** hq@nfwl.org.uk**Web:** www.thewi.org.uk**National Women's Network****Tel:** 01489 893910**E-mail:** netwomen@enterprise.net**Web:** www.national-womens-network.co.uk**Newham Asian Women's Project****Tel:** 020 8472 0528**Email:** info@nawp.org**Web:** www.nawp.org**Older Feminist Network****Tel:** 020 8346 1900**Positively Women****Tel:** 020 7713 0444**Helpline:** 020 7713 0222**Email:** info@positivelywomen.org.uk**Web:** www.positivelywomen.org.uk**Rape and Sexual Abuse Support Centre****Tel:** 020 8683 3300**Minicom:** 020 8239 1124**Web:** www.rasasc.org.uk**Reclaim The Night march****Web:** www.reclaimthenight.org**Refuge****Tel:** 020 7395 7700**Helpline:** 0808 2000 247**Email:** info@refuge.org.uk**Web:** www.refuge.org.uk**Refugee Women's Association****Tel:** 020 7923 2412**Email:** info@refugeewomen.org**Web:** www.refugeewomen.org**Rights of Women****Tel:** 020 7251 6577**Email:** info@row.org.uk**Web:** www.rightsofwomen.org.uk**Sierra Leone Women's Forum UK****Tel:** 020 8543 9436**Web:** www.slwfuk.uk.com**Single Parent Action Network****Tel:** 0117 951 4231**Email:** info@spanuk.org.uk**Web:** www.spanuk.org.uk**Society of Women Writers & Journalists****Web:** www.swwj.co.uk**Soroptimists International of Great Britain & Ireland****Tel:** 0161 480 7686**Email:** hq@soroptimistgbi.prestel.co.uk**Web:** www.soroptimist-gbi.org**Southwark Muslim Women's Association****Tel:** 020 7732 8053**Email:** smwasmwa@aol.com**Web:** www.smwa.org.uk**Stonewall****Tel:** 020 7593 1850**Email:** info@stonewall.org.uk**Web:** www.stonewall.org.uk**Sudan Women's Association****Tel:** 020 7372 0944**Web:** www.sudanwomen.org.uk**Sutton Women's Centre****Tel:** 020 8661 1991**Email:** info@suttonwomen.fsnet.co.uk**Sylvia Pankhurst Memorial Committee****Email:** megan@gn.apc.org**Web:** www.gn.apc.org/sylviapankhurst**Trade Union Congress Women's Committee****Tel:** 020 7636 4030**Web:** www.tuc.org.uk

The 1990 Trust**Tel:** 020 7582 1990**Web:** www.blink.org.uk**The Menopause Amarant Trust****Helpline:** 01293 413000**Web:** www.amarantmenopausetrust.org.uk**UK Women's International League for Peace & Freedom****Email:** ukwilpf@hotmail.com**Web:** www.ukwilpf.org.uk**UNIFEM****Tel:** 020 7490 3487**Email:** info@unifemuk.org**Web:** www.unifemuk.org**Womankind Worldwide****Tel:** 020 7549 5700**Email:** info@womankind.org.uk**Web:** www.womankind.org.uk**Women and Manual Trades****Tel:** 020 7251 9192**Email:** info@wamt.org**Web:** www.wamt.org**Women Connect****Tel:** 020 7226 5375**Email:** info@womenconnect.org.uk**Web:** www.womenconnect.org.uk**Women in Architecture Royal Institute of British Architects****Tel:** 020 7580 5533**Web:** www.riba.org**Women in Banking and Finance****Tel:** 020 8777 6902**Email:** admin@wibf.org.uk**Web:** www.wibf.org.uk**Women in Film and Television****Tel:** 020 7287 1400**Email:** info@wftv.org.uk**Web:** www.wftv.org.uk**Women in Journalism****Email:** wijuk@aol.com**Web:** www.womeninjournalism.co.uk**Women in Music****Tel:** 01449 673990**Email:** info@womeninmusic.org.uk**Web:** www.womeninmusic.org.uk**Women in Publishing****Email:** info@wipub.org.uk**Web:** www.wipub.org.uk**Women in Surgical Training****Tel:** 020 7405 3474**Web:** www.rcseng.ac.uk**Women's Aid****Tel:** 0117 944 4411**Helpline:** 0808 2000 247**Email:** info@womensaid.org.uk**Web:** www.womensaid.org.uk**Women's Alcohol Centre****Tel:** 020 7278 8214**Women's Art Library****Tel:** 020 7717 2295**Email:** make@gold.ac.uk**Web:** www.goldsmiths.ac.uk/make**Women's Design Service****Tel:** 020 7490 5210**Email:** info@wds.org.uk**Web:** www.wds.org.uk**Women's Environmental Network****Tel:** 020 7481 9004**Email:** info@wen.org.uk**Web:** www.wen.org.uk**Women's Health Concern****Tel:** 01628 478 473**Email:** infopshervington@womens-health-concern.org**Web:** www.womens-health-concern.org**The Women's Library****Tel:** 020 7320 2222**Email:** moreinfo@thewomenslibrary.ac.uk**Web:** www.thewomenslibrary.ac.uk**Women's Link****Tel:** 0800 652 3167**Email:** advice@womenslink.org.uk**Web:** www.womenslink.org.uk**Women's National Commission****Tel:** 020 7944 0585**Email:** wnc@communities.gsi.gov.uk**Web:** www.thewnc.org.uk**Women's Radio Group****Email:** wrg@womeninradio.org.uk**Web:** www.womeninradio.org.uk**Women's Resource Centre****Tel:** 020 7324 3030**Email:** info@wrc.org.uk**Web:** www.wrc.org.uk

Women's Sports Foundation

Tel: 020 7273 1740

Email: info@wsff.org.uk

Web: www.wsff.org.uk

Women's Therapy Centre

Tel: 020 7263 6200

Email: enquiries@womenstherapycentre.co.uk

Web: www.womenstherapycentre.co.uk

Working Families

Tel: 020 7253 7243

Email: office@workingfamilies.org.uk

Web: www.workingfamilies.org.uk

YWCA

Tel: 01865 304200

Email: info@ywca.org.uk

Web: www.ywca-gb.org.uk

Other formats and languages

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Chinese

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Vietnamese

Nếu bạn muốn có văn bản tài liệu này bằng ngôn ngữ của mình, hãy liên hệ theo số điện thoại hoặc địa chỉ dưới đây.

Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.

