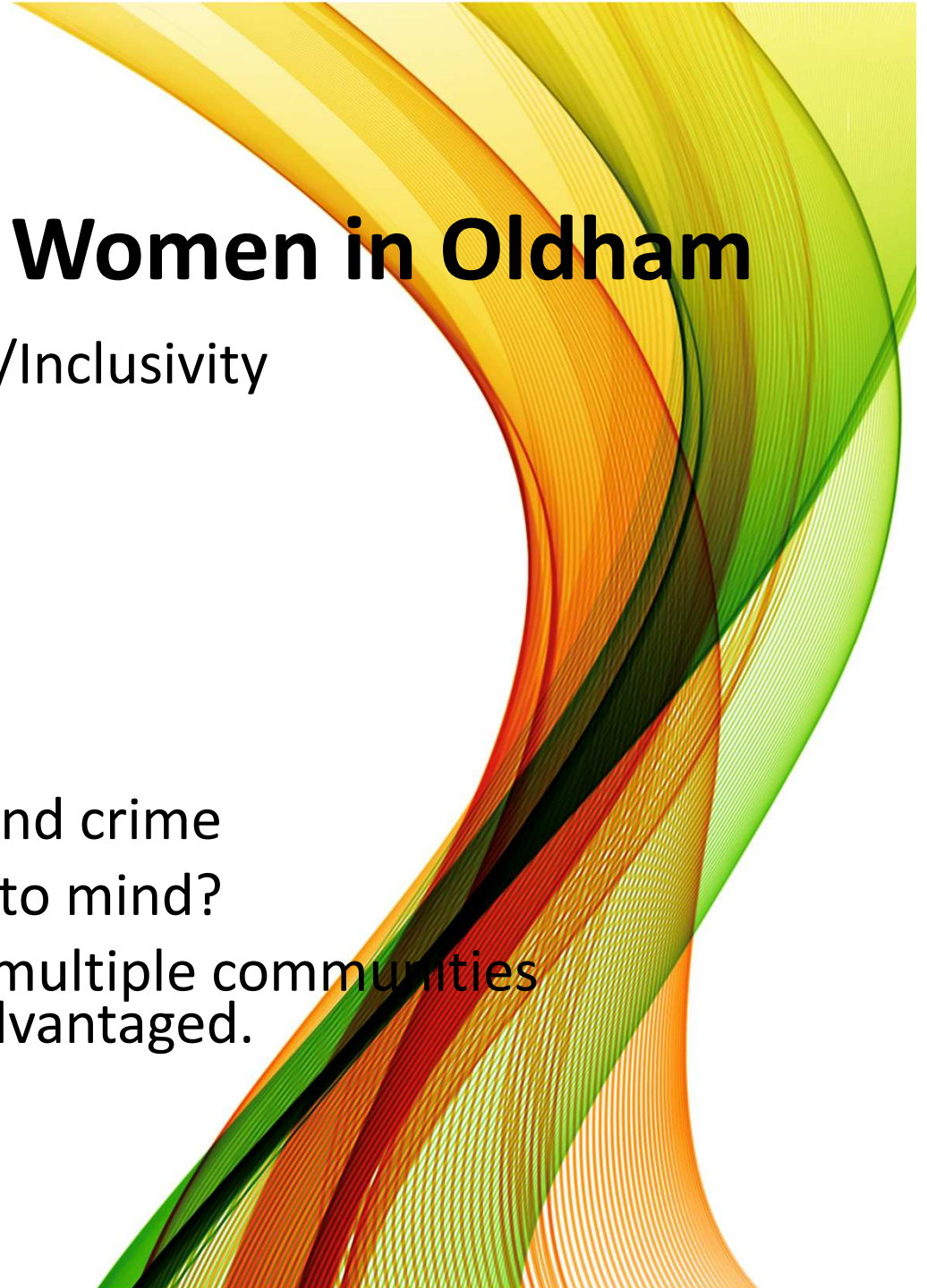


Issues Impacting Women in Oldham

- Democratic engagement/Inclusivity
- Health
- Pay and opportunity
- Finances
- Education and childhood
- Parenting and caregiving
- Gender-based violence and crime
- What other issues come to mind?
- Individuals who fall into multiple communities may be particularly disadvantaged.



Democratic and other engagement

- Nationally, only 34% of MPs are female, and 28% of the House of Lords
- 59% of civil servants are female, but only 16% of permanent secretaries
- In Oldham the picture is varied, but overall we are some way away from gender parity.

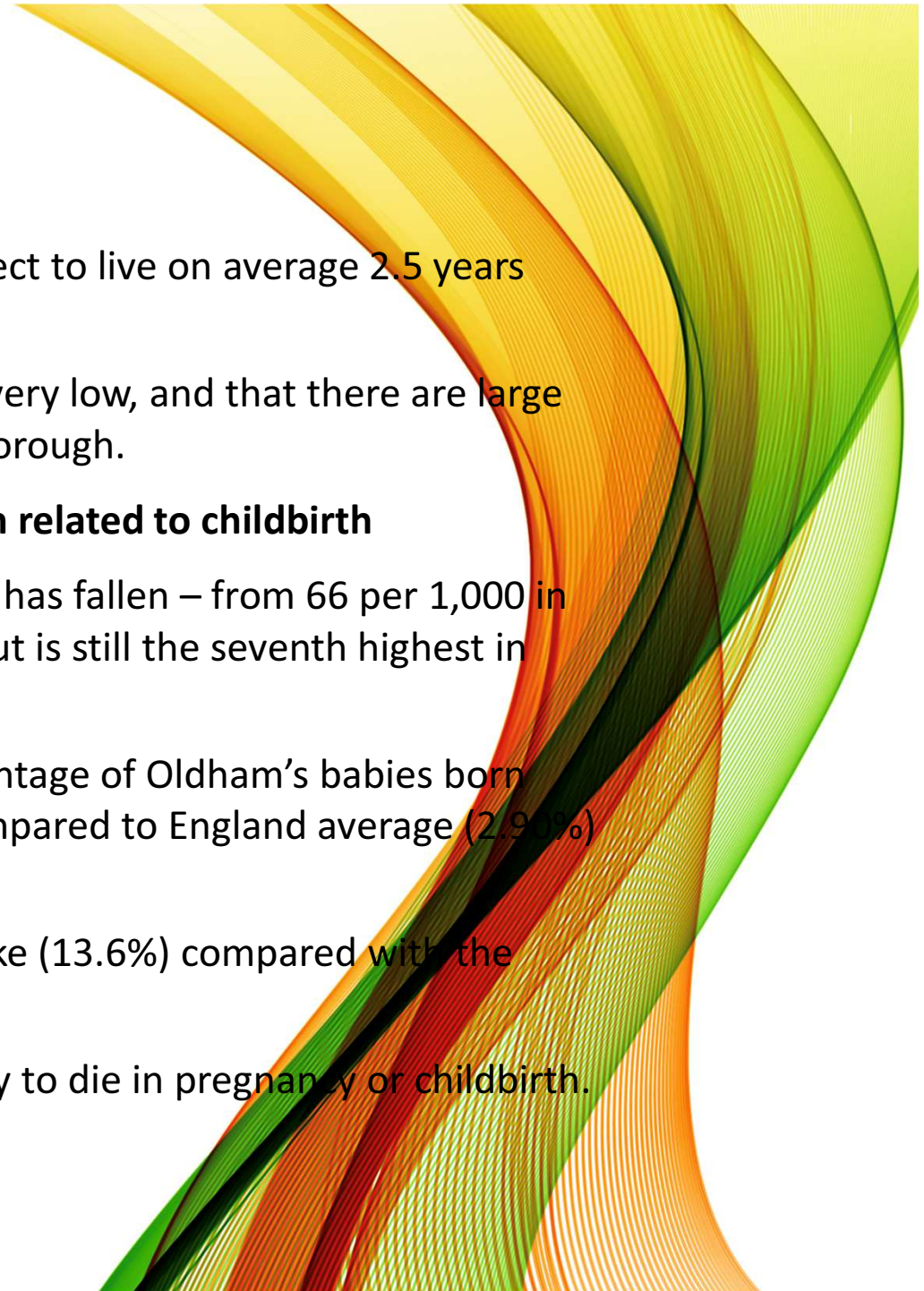
Organisation	Role	Members	Women	%
Council	Members	60	20	33%
Council	Cabinet	9	4	44%
Council	SMT	18	10	56%
Action Together	Board	12	6	50%
Positive Steps	Trustees	9	4	44%
Mahdlo	Trustees	11	3	27%
OCL	Board	12	3	25%
CCG	Board	13	2	15%
MioCare	Board	7	1	14%

Health

- Overall, women in Oldham can expect to live on average 2.5 years longer than men.
- However, overall life expectancy is very low, and that there are large inequalities between parts of the borough.

There are particular issues for women related to childbirth

- Oldham's under 18 conception rate has fallen – from 66 per 1,000 in 1998, to 27.5 per 1,000 in 2018 – but is still the seventh highest in England
- There is a significantly higher percentage of Oldham's babies born with a low birth weight (4.45%) compared to England average (2.96%) and the North West (2.96)
- More new mothers in Oldham smoke (13.6%) compared with the England average (10.4%).
- Black women are four times as likely to die in pregnancy or childbirth.



Health

In the wider health system,

- Less pain relief
- Worse dementia care
- Less research on predomi

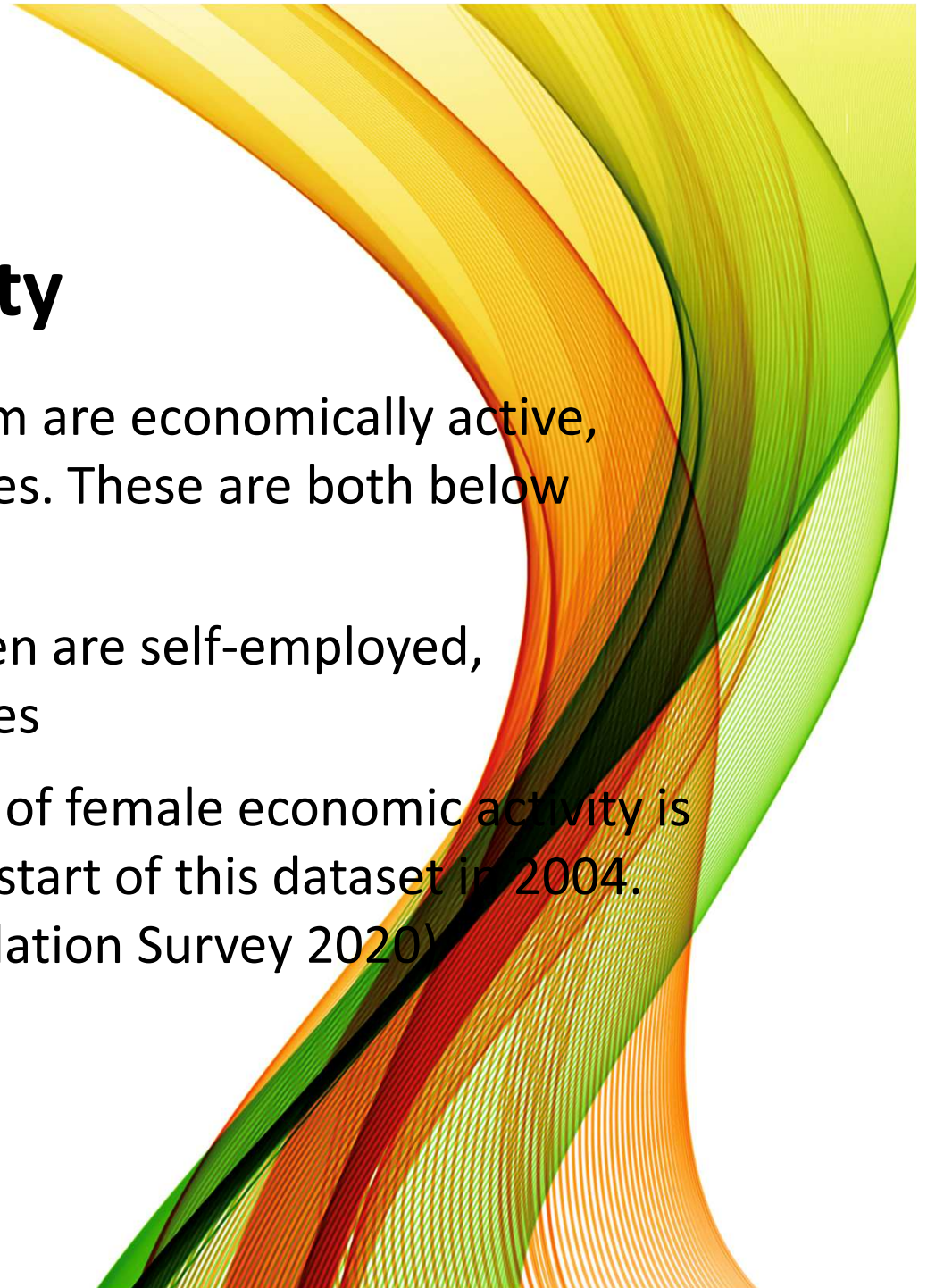
During the pandemic, wom

- Complied more with Covid
- Been more depressed and
- Had higher levels of loneli



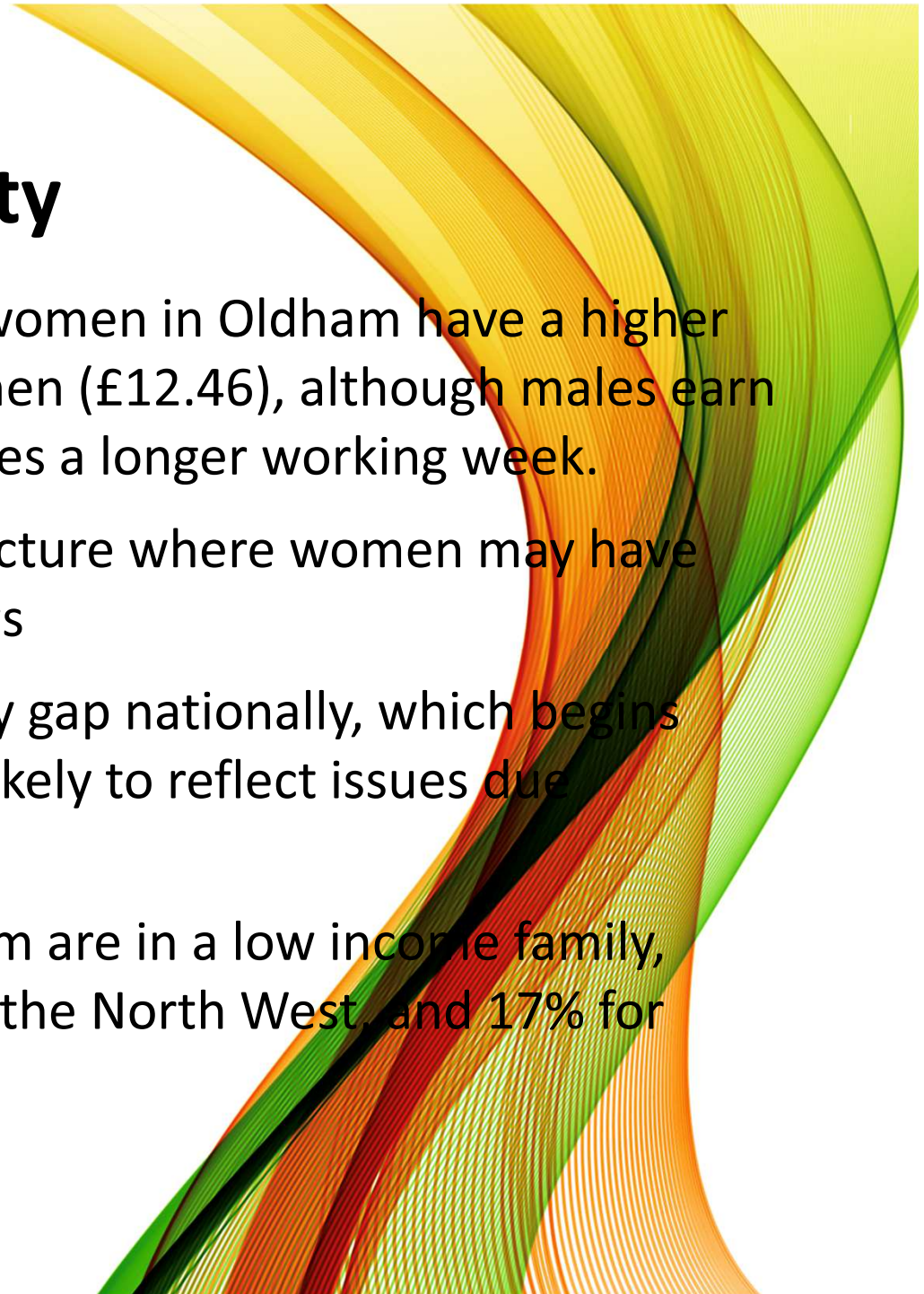
Pay and opportunity

- 70.7% of females in Oldham are economically active, compared to 79.4% of males. These are both below the UK average
- Just 4.6% of Oldham women are self-employed, compared to 16.4% of males
- However, the current level of female economic activity is the highest level since the start of this dataset in 2004.
(Source: ONS Annual Population Survey 2020)



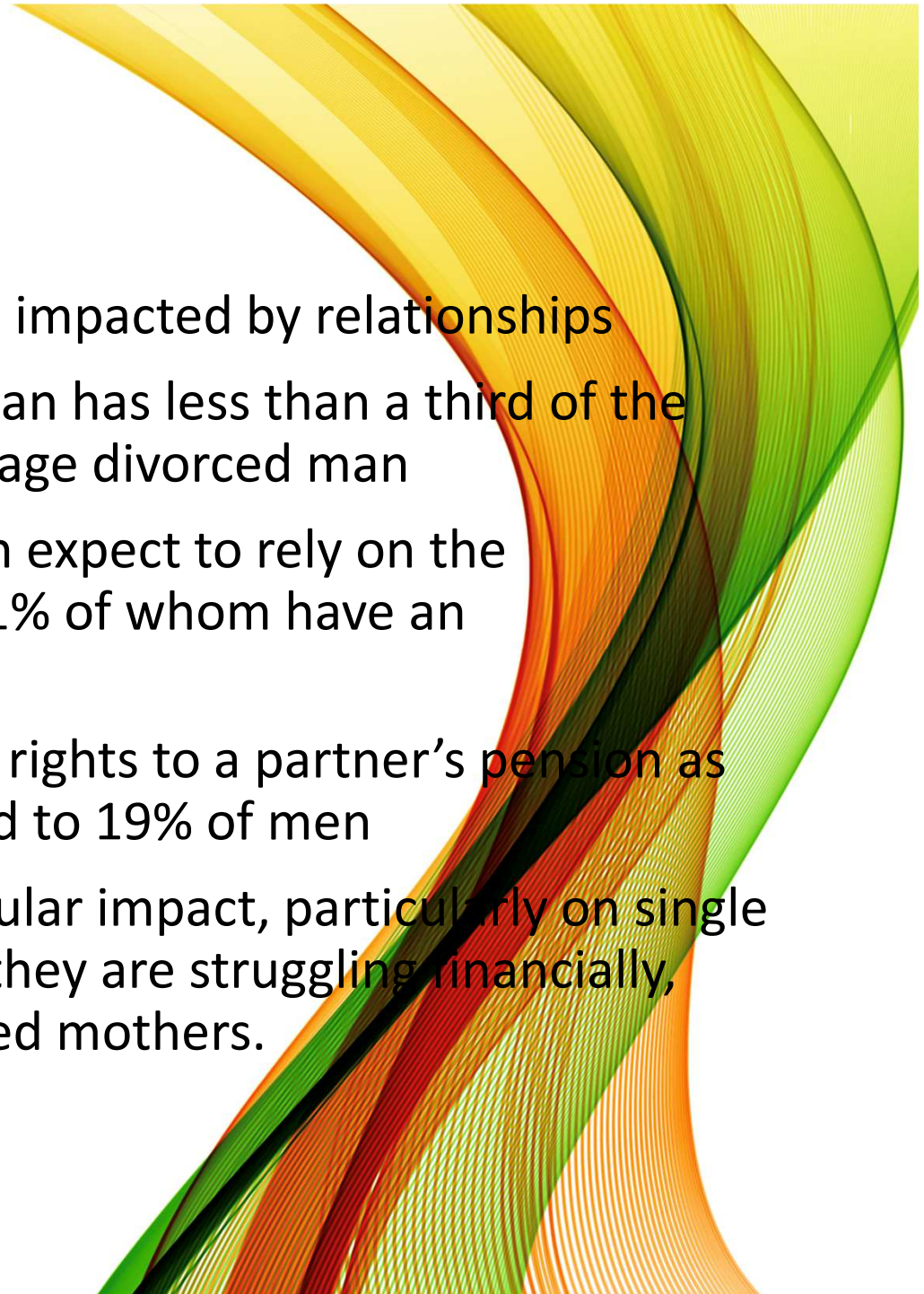
Pay and opportunity

- Among full time workers, women in Oldham have a higher hourly pay (£12.88) than men (£12.46), although males earn more gross – which indicates a longer working week.
- This produces an overall picture where women may have substantially lower earnings
- This mirrors the gender pay gap nationally, which begins at around the age of 40 – likely to reflect issues due to maternity
- 22.6% of children in Oldham are in a low income family, compared to 18.1% across the North West, and 17% for England.



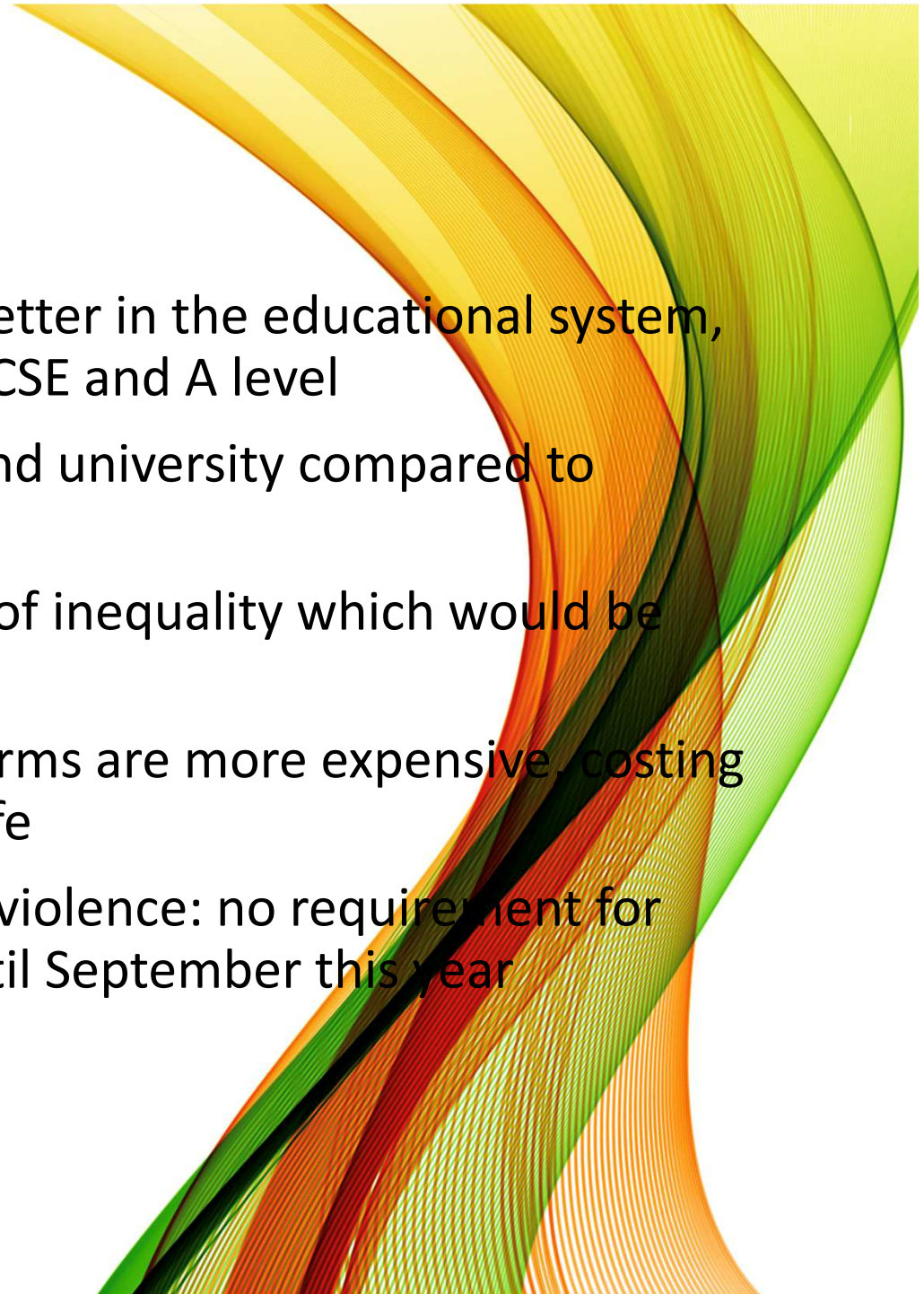
Finances and pens

- Women's financial status is impacted by relationships
- The average divorced woman has less than a third of the pension wealth of the average divorced man
- 10% more divorced women expect to rely on the state pension than men, 41% of whom have an occupational pension
- 28% of women waive their rights to a partner's pension as part of a divorce, compared to 19% of men
- Covid has also had a particular impact, particularly on single mothers, with 53% saying they are struggling financially, compared to 35% of married mothers.



Education and chil

- Women tend to perform better in the educational system, with better outcomes at GCSE and A level
- 56% of young women attend university compared to 44% of young men.
- However, there are points of inequality which would be detrimental to women
- School uniform: Girls uniforms are more expensive, costing £135 more over a school life
- School harassment/sexual violence: no requirement for schools to even record, until September this year



Parenting and caregiving

- Parental leave is currently 52 weeks for women, six at 90% pay, but two weeks for men.
- This can enforce traditional gender roles
- Covid has brought particular parenting issues, with the burdens of home schooling and generally supporting children falling disproportionately on women



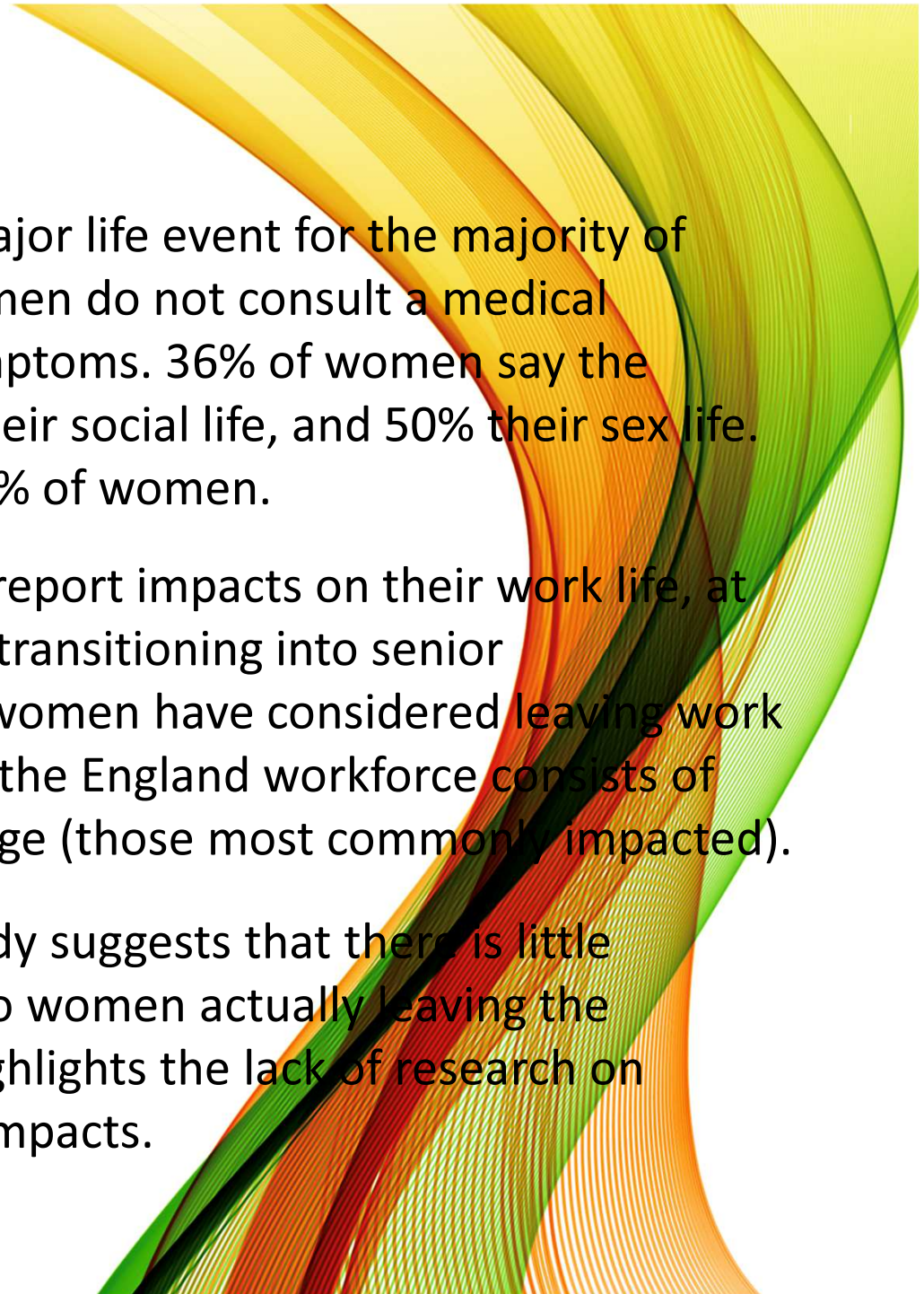
Parenting and caregiving

- Prior to the January lockdown, **parents on low incomes** (household annual income under £20,000) **were nine times more likely to report risk of losing their jobs if nurseries/schools/childminders closed** or their child was sent home for self-isolation
- **Nearly twice as many mothers (15%) report believing they would have to take time off work with no pay due to school closures** or a self-isolating/sick child compared to fathers (8%).
- Of those furloughed, **mothers were more likely to be put on furlough to look after their children (27%) than fathers (23%).**
- **One in five mothers were made redundant or lost hours because of caring responsibilities**, compared to 13% of fathers

Menopause

- Menopause constitutes a major life event for the majority of women, and yet 50% of women do not consult a medical professional about their symptoms. 36% of women say the menopause has impacted their social life, and 50% their sex life. Symptoms are severe for 25% of women.
- Over a third of women also report impacts on their work life, at an age where many may be transitioning into senior management roles. 25% of women have considered leaving work because of symptom. 7% of the England workforce consists of women in the 45-54 age range (those most commonly impacted).

However, a recent meta-study suggests that there is little evidence these translate into women actually leaving the workplace in the UK, and highlights the lack of research on many aspects of economic impacts.



Violence and crime

- 2.3m adults experienced domestic abuse in 2019-20. 7.3% of women (particularly those aged 16-19) and 3.6% of men were victims.
- Disabled women are particularly likely to be victims, almost 15% in 2019-20
- 77% of domestic homicides are of women, and overwhelmingly the perpetrators are male. In male domestic homicides, there is a relatively even split of perpetrators by gender
- 22.9% of women and 4.7% of men have at some point experienced a sexual assault, with 2.9% of women having experienced an assault or attempted assault in the last year.

