



GM4Women 2028

Pankhurst-Fawcett Report

February 2025

GM4WOMEN
2028

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Introduction

We are in the seventh year of the ten-year horizon and our main finding continues to be that progress is slow, not linear and that gaps remain in all areas.

This is the 7th GM4Women Pankhurst Fawcett Scorecard data reveal year. The initiative was started on the 6th of February 2019, the Centenary of the Representation of the People Act 1918 that gave some women the vote. It will continue to 2028, the Centenary of Equal Franchise, providing a ten-year framing. We have 3 more years to go.

The report consists of the Pankhurst-Fawcett Scorecard made up of 10 indicators supported by five thematic briefs covering the areas of Employment, Safety, Participation, Education and Culture & Active Lives.



The overall message is that we can do better, and **we must do better**



Key points

Scorecards 2028-2024

The key points to take away from the seventh scorecard and accompanying briefs are:

Overall Picture

Inequality remains the reality for Women and girls right across the board. In not one of the indicators in the 2024 scorecard do we see that the gender gap has disappeared or the problem resolved.

Progress is not linear. The highest-scoring indicator we have is the Culture Indicator, which reached 52% in the previous year but has fallen back to 48% this year. The Participation Indicator, 'Voting Women in the GMCA,' improved this year from 18% to 27%. However, this remains lower than the 36% achieved in 2021.

Compared to last year, out of the ten indicators, data is not yet available for three. Three indicators show improvements for women and girls, two indicate a worsening situation, and two remain unchanged.

Compared to 2018, the overall picture is more promising. Of the ten indicators, five show improvements, one has worsened, one remains the same, and data is unavailable for three.

Looking at the five thematic areas and compared to the 2018 data:

- Employment: One of the two indicators remains the same, while the other has improved.
- Safety: Question marks on both indicators.
- Participation: Both indicators have improved.
- Education: One indicator lacks data, while the other shows improvement.
- Culture & Active Lives: One indicator shows things getting better, the other worse.

Data, deeds and determination are critical if we are to make significant inroads into entrenched and persisting gender inequality.

Data Constraints

Scorecard 2024

Difficult to gather GM data

- We couldn't report on three indicators out of the ten this year - the worst to date.
- The indicators for Safety have consistently been challenging. In one case, the research was not replicated, and in the other, data was not gathered in time for this report.
- For Indicator 7: Women in Engineering & Technology Undergraduates, data that was previously free to access now requires payment and was not available in time.
- In the case of Culture, For Indicator 9, we rely on the support of a contact at the Arts Council. However, the data is not officially available until later in the year.
- In one case, the available data covers the North West region rather than Greater Manchester specifically, i.e., Indicator 6: Judicial Appointments.

Lack of intersectionality

- We rely on the briefs to capture issues of intersectionality and regional differences within Greater Manchester. However, having access to better intersectional data would significantly improve our analysis.
- In many cases, data is available disaggregated by either gender or ethnicity, but not both—for example, Indicator 6: Judicial Appointments.
- It is crucial to capture the diversity across the boroughs, and we make efforts to address this through the briefs. However, this remains a significant challenge.

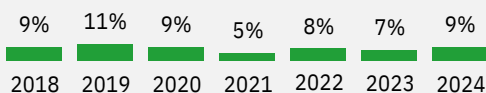


Pankhurst-Fawcett scorecards 2018-2024

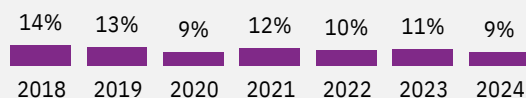
EMPLOYMENT



#1. Employment Rate Gap¹



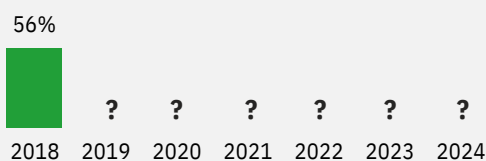
#2. Gender Pay Gap²



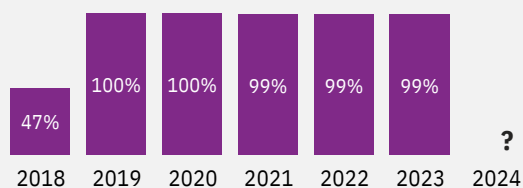
SAFETY



#3. No Support for Sexual Violence Survivors³



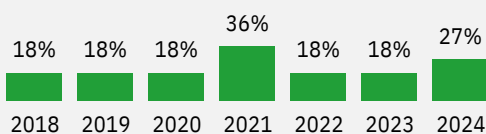
#4. Denied Support Due to Immig. Status⁴



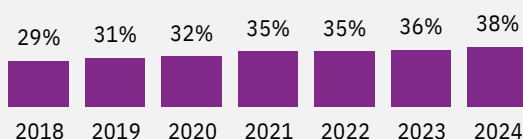
PARTICIPATION



#5. Voting women in the GMCA⁵



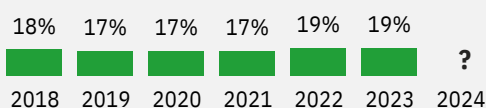
#6. Judicial appointment⁶



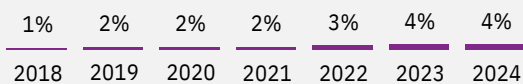
EDUCATION



#7. Women in Eng. & Tech Undergrad.⁷



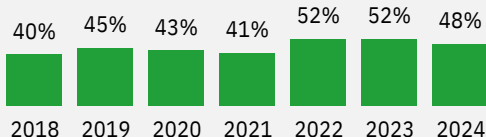
#8. Construction & Built Environ. Apprentices⁸



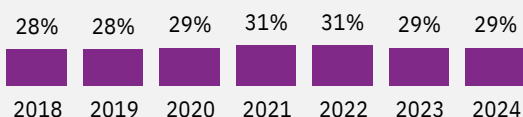
CULTURE & ACTIVE LIVES



#9. Senior Position in Arts Council NPO⁹



#10. Not Physically Active 30+ a week¹⁰



1. **Source:** Annual Population Survey.

2. **Source:** Annual Survey of Hours and Earnings.

3. **Source:** Voices of Survivors Greater Manchester, 2018. No new data.

4. **Source:** No data this year, the Lotus Hub will report in March

5. **Source:** Data compiled by reference to the websites of the councils.

6. **Source:** Primary appointment of Judges and Non-Legal Members in Courts and Tribunals, Judicial Diversity Statistics Ministry of Justice, table 3.2.

7. **Source:** Higher Education Statistics Authority returns, student Data release for 2023/24 has been delayed and HESA payment of £400 will be required to access the data.

8. **Source:** Department of Education, Apprenticeships and Traineeships Data, note data now more up to date by one year, so we have adjusted previous year's scores.

9. **Source:** Arts Council Annual Survey.

10. **Source:** Sport England Adult Active Lives.



Employment group

Pankhurst-Fawcett Report

Authors: Professor Jill Rubery, Dr Eva Herman
and Ms Ceri Hughes



EMPLOYMENT GROUP

Scorecard - 2024

A mixed picture from the scorecard data on women's employment and pay.

9%

Indicator 1: Employment Rate Gap

The gap between employment rates for men and women in Greater Manchester has risen to 8.6 percentage points, a considerable jump from 7.2 percentage points in 2023. The employment rates for both men and women have fallen but the fall for women has been greater.

9%

Indicator 2: Gender Pay Gap

The gender pay gap narrowed in 2024 from 11.3 percentage points to 9.4. This fall of 1.9 percentage points is welcome but likely to be linked to women's lower employment rate in GM.

The scorecard data on women's employment and pay in Greater Manchester (GM) shows a mixed picture indicating a reduction in the employment rate (Annual Population Survey) but a narrowing of the gender pay gap compared to last year (Annual Survey of Hours and Earnings).

Women’s employment in GM has fallen in 2023/2024

Both the employment rate of women has dropped, and the employment rate gap by gender in GM has widened.

- Women’s employment has dropped from 69.6% in 2022/23 to 66.4%. This 3.2 percentage point fall brings women’s employment below the rate at which the scorecard started in 2018/19, which was 66.8%.
- Men’s employment in GM dropped by a smaller amount, 1.4 percentage points, to 75%.
- The 8.6 percentage point gap between genders is markedly above the 6.7 percentage point gender employment rate gap for Great Britain as a whole, narrowed by 0.1 percentage points this year.

Figure 1. Gender Employment rate Gap

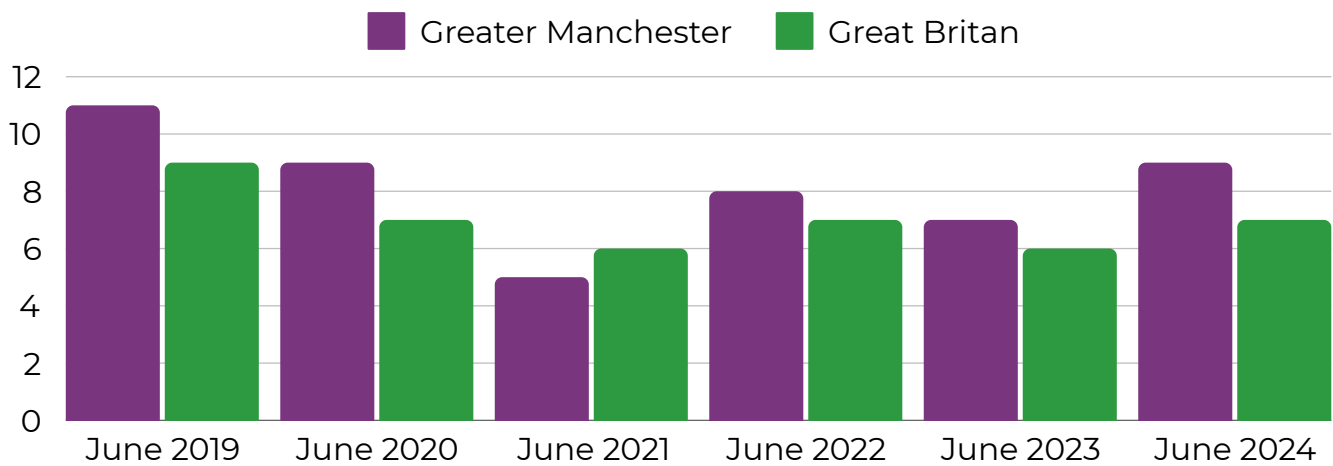


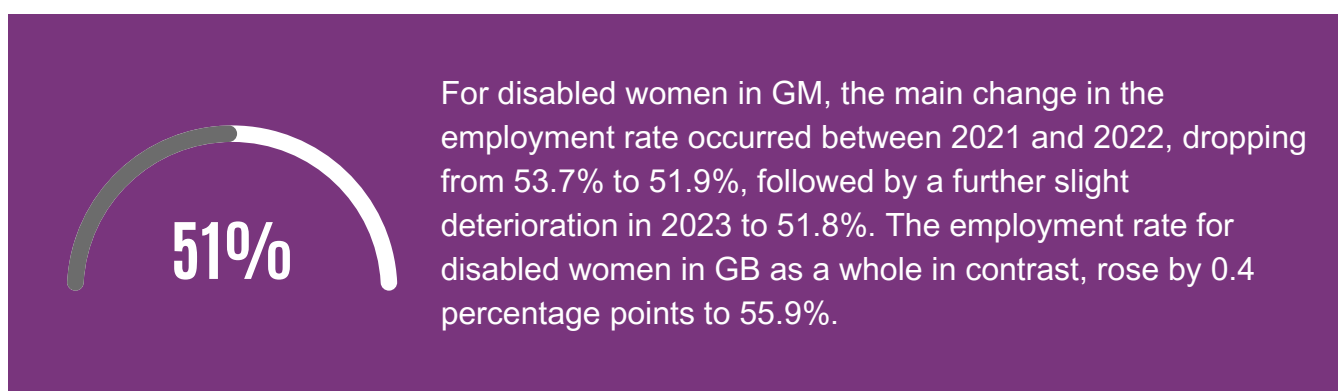
Table 1. Employment rates by gender in Greater Manchester

July to June	Men	Women	Gender gap
2023/2024	75.0	66.4	8.6
2022/2023	76.8	69.6	7.2
2021/2022	75.8	67.8	8.0
2020/2021	74.1	69.3	4.8
2019/2020	77.5	68.2	9.3
2018/2019	77.8	66.8	11.0

Due to problems with the Annual Population Survey, we are not able to update the employment rates of ethnic minority women or disabled women in GM. Instead, we are sharing the same data as last year so that the variations by ethnicity and between disabled and able-bodied women are not forgotten. The employment rates by ethnic group in GM are shown in Table 2 for both 2022 and 2023.

Table 2. Employment rates for women in GM by ethnic group June 2022 and June 2023

	All	White	Mixed	Indian	Pakistani/B angladeshi	Black	Other
2023	69.6	73.8	72.2	63.8	43.8	65.0	47.2
2022	67.8	73.1	65.2	72.0	32.0	51.9	37.9



For disabled women in GM, the main change in the employment rate occurred between 2021 and 2022, dropping from 53.7% to 51.9%, followed by a further slight deterioration in 2023 to 51.8%. The employment rate for disabled women in GB as a whole in contrast, rose by 0.4 percentage points to 55.9%.

The Gender Pay Gap in GM has narrowed and is well below the average for Great Britain but this may hide the bad news

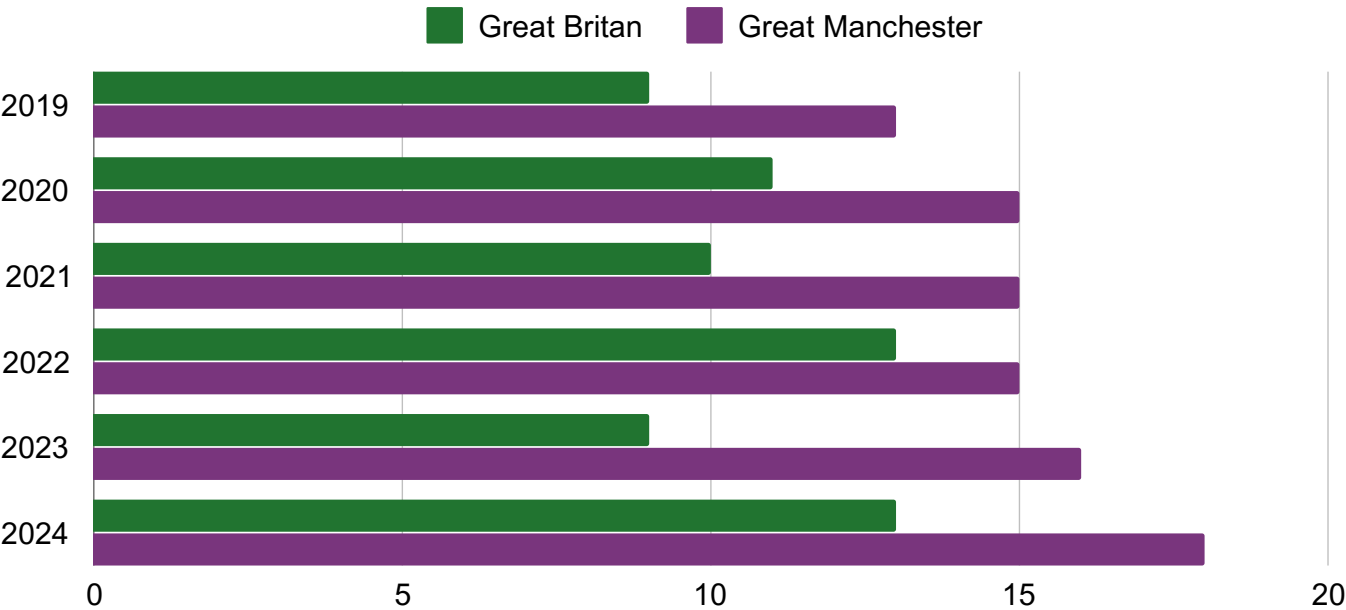
When it comes to pay, the gender pay gap narrowed this year in GM by 1.9 percentage points, from 11.3% to 9.4%. The gender pay gap for GB narrowed by 1.4 percentage points to 13.3%. However, the gender pay gap for full-time workers in GM is closer to the GB average (6.9% compared to 7.5%) suggesting that the somewhat smaller gap in GM is also due to the lower proportion of women in part-time work (at 33.3% compared to 36.9% for GB as a whole in 2023) as wages are lower in part-time than full-time jobs.

This sounds like good news until we remember that the female employment rate in GM is now 5.7 percentage points below that for GB and that therefore a shortage of part-time jobs may be leading to higher unemployment or economic inactivity among women in GM.

This apparently strong performance for GM is rather misleading as both men’s and women’s earnings still fall below the GB average but by a larger amount for men who earn around 6% less than the GB median wage compared to women earning around 2% less, taking full and part-time workers combined. Full-time men and women both earn around 4% less at the median than the median wage for GB as a whole.

Thus the overall explanation for the better GM gender pay gap performance seems to be a lower share of part-time workers, also associated with the lower female employment rate.

Figure 2. Gender Gap in GM and GB



Women’s risk of low pay in GM still exceeds that of men, but the risks vary by local authority area.

What happens at the aggregate level in GM may hide quite wide variations across the ten local authorities. Here we take a look at women’s risk of low pay compared to that of men’s across the constituent local authorities. Table 3 shows the share earnings below the real living wage (the rates set by the Living Wage Foundation); however these data refer to those working in the area, not those residing in the area.

As we will see, this may have a strong impact on the risks of low pay by local authority, with those covering the centre of the city, where most commuting into GM to work takes place, having much lower risks of low pay than in the outer local authorities.

The overall risk of being low paid for women is significantly higher than for men in GM with 13.5% of men and 18.8% of women found to be paid below the real living wage. However, compared to the overall risk of low pay for GB as a whole, men have a 1.1 percentage point overall higher risk in GM while women only have a 0.3 percentage point higher risk.

When we look at the ten council areas we find that the councils with the lowest risk for both women and men are Manchester and Salford, where many commute in to work from other GM councils or from further afield. Therefore, this does not give a good indication of risks of low pay for Manchester or Salford residents.

These data also show much higher risks than the GM or GB average in some councils, with rates of low pay 5 percentage points higher than the GB average in Bolton, Rochdale and Wigan for men and Bury, Oldham, Stockport and Tameside for women.

Women's risks of low pay are always higher than that of men, though it is almost equal in Manchester) but are more than 10 percentage points higher than men's in Bury, Stockport and Trafford.

Table 3 Women's and men's risks of low pay in GM.

April 2024	Men earning below the real living wage	Women earning below the real living wage
Great Britain	12.4%	18.5%
Greater Manchester	13.5%	18.8%
Bolton	18.1%	19.7%
Bury	15.3%	26.1%
Manchester	11.5%	11.9%
Oldham	17.3%	24.7%
Rochdale	19.9%	22.2%
Salford	9.0%	17.7%
Stockport	14.4%	25.5%
Tameside	N.A.	28.9%
Trafford	12.0%	22.7%
Wigan	18.2%	22.7%

New employment rights bill: what could be the impact for gender equality?

There are 28 measures proposed in the government's new employment rights bill and more promised in the future. Here we pick out four areas where there are important proposals that could have a positive impact on gender equality. These proposals are subject to consultation as well as needing to pass through parliament, so it is important to be aware of them and to engage in the consultation process to ensure they reach the statute book.

Measures to improve security over working hours:

There are many sectors where women form the majority of the workforce - notably social care, hospitality and retail – all sectors where the use of zero hours and minimum hours contracts are common. These create insecurity over income and work schedules, creating problems for all workers but particularly those with caring responsibilities. By requiring employers to offer a contract with guaranteed hours reflecting hours regularly worked and by introducing a right to reasonable notice of shifts these problems of managing work and life should be reduced. Rights to request flexible working are now available from the first day of employment but this bill is proposing that employers need to do more to justify refusals of flexible working requests.

Measures to improve pay and conditions:

During the COVID pandemic trade unions drew attention to the 2 million workers, mainly women, who had no access to statutory sick pay as their earnings fell below the eligibility threshold. This threshold is now planned to be abolished along with the three-day waiting period (so employees are eligible from the first day of illness or injury). In many female-dominated occupations and sectors especially social care and school support, pay is not only low but there is also limited recognition of skills and opportunities for progression. Proposals for both a School Support Staff Negotiating Body and an Adult Social Care Negotiating Body, could provide recognition for these occupations and improve both basic pay and progression in these sectors.

Measures to improve rights to family leave:

The proposal is to remove the qualifying period for paternity leave and ordinary parental leave so that employees have the right from the first day of employment. This means that women who are pregnant are able to change jobs more readily and ensure that partners are eligible for paternity leave. These measures could have positive impacts on gender equality in work and households, as women are less likely to become trapped in jobs that are low paid or low quality, and childcare can be shared more easily.

Measures to protect employees from harassment:

Employers' duties to prevent harassment of staff are to be reinforced by requiring them to take all reasonable measures (currently just reasonable measures) to prevent harassment, including from third parties such as clients.

All these are positive developments but there are many arguments that they do not go far enough. For example, there is still no right to flexible working even for parents of small children; access to sick pay is to be improved but nothing is yet being said about GB raising its level from the lowest across Europe (except for Malta).

Sectors other than social care and school support need more social dialogue and collective bargaining and the problems with family leave in the UK are not just about access but also about the low level of payment. The GM employment charter goes some way towards addressing this, for example by including the requirement to pay sick pay at 100% of earnings for as long as possible. This initiative is, however, voluntary.

Central government is promising more measures including for example a more fundamental review of family leave arrangements so there are still improvements to be fought for. Meanwhile let's hope that female voices are listened to during the consultation period and that these positive measures can be implemented in law and enforced.



Employment group call to actions 2024

1

Central government should be asked to follow the example of the GM employment charter requirements, in particular to pay full wage sick pay from day one.

As following the GMCA Employment Charter is voluntary, campaigning for these GM Charter measures to be included in national legislation would ensure a positive effect for all those living across GMCA.

2

Support for all workers with caring responsibilities (whether eldercare, sickness or childcare) should be at the centre of GM's strategy. While the employment rights bill aims to remove qualifying periods for parental leave and sick pay and requires employers to justify rejections of requests for flexible working, the GMCA Employment Charter should go further and require employers to provide flexible working for people with caring responsibilities and paid carers leave for those having to take time off to care for others.

3

Central government should be asked to extend proposed negotiation bodies to other essential feminised sectors, particular the early education and childcare sector (ECEC). While the new employment rights bill has the potential to be transformative, if central government really wants to 'make work pay', improvements in conditions of employment in the ECEC sector need to be made to stem the chronic recruitment and retention issues, as this sector is key to enabling women to access work.



Safety group Pankhurst-Fawcett Report

Author: Dee Sheehan



SAFETY GROUP

Scorecard - 2024

This year we have a question mark over the data for both indicators.



Indicator 1: no support for sexual violence survivors

The research for the first indicator has never been replicated and is impossible to aggregate from existing data sets.



Indicator 2: denied support due to immigration status

For the second indicator, the Lotus Hub group are currently compiling data, and will report in March at the end of their two-year project. This will be the closest match to the original study we can obtain.

Safety Data has been and continues to be problematic, hence the ‘?’ for both indicators this year. For the first indicator, voices of Survivors Greater Manchester, there has been no new research. For the second, Safety For Sisters previously reported No data the Lotus Hub will report on the data but not until March.

Quantitative data regarding safety-related measures is collected piecemeal by each authority and most organisations, and it is not coherent across GM. There is a need to harmonise data collection and analysis across Greater Manchester.

GMP has some GM wide activity. GMP continued to take part in Operation Soteria Bluestone for a second year. This scheme aims to transform the policing response to rape and serious sexual offences.

1,900

During 2024, 1,900 Domestic Abuse Protection Notices (DAPNs) were issued by GMP. Innovative use of GeoAlerts technology to support monitoring and enforcement of DAPNs achieved GMP a Public Safety Award in 2024.

GMP is one of three forces piloting the more flexible and powerful Domestic Abuse Protection Orders (DAPOs). Introduced in Bury in November 2024, the first order was secured. Five more followed during the first week of roll-out in Wigan during January 2025. Roll-out across all boroughs will take place during 2025.

The Domestic Abuse Crisis pilot, started in Bolton and rolled out to Salford, has seen joint visits by GMP officers with Domestic Abuse Workers following a call out. This has been funded locally for a second year.

Key GM and Local Safety activity providing data

The Lotus Hub, a specialist service for ethnically minoritised women experiencing gender-based violence within the Greater Manchester area, was launched in November 2023 with a grant of £680,000 from the Home Office. The Hub is a coalition of five local organisations and will complete the two-year project offering specialist support in March 2025. It is hoped that the project will be extended.

Despite the failure of national government legislation to provide a firewall protecting reporting to the Home Office when these women report their abuse to police, plans are afoot between GMCA and GMP to introduce a local firewall. Hopefully this will be implemented early in 2025.

Trafford Domestic Abuse Services (TDAS) has provided an indicative data set for the past four years showing trends in reported sexual abuse and service use by those with insecure immigration status. TDAS offer support and services to individuals and families living or working in Trafford. They also work in partnership with other domestic abuse organisations across Greater Manchester.

TDAS has shown a trebling in demand for their services over these four years, with reporting of sexual violence back at its highest point of 15%. In real terms, there has been a continued increase, with 65 additional survivors reporting sexual violence in each of 2023 and 2024.

Figure 1. % Women reporting sexual violence to TDAS

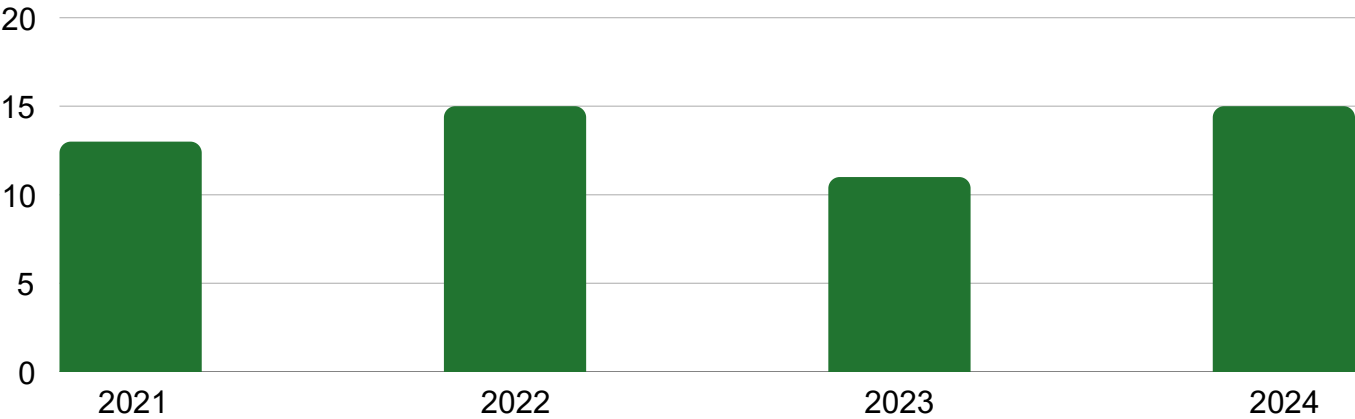
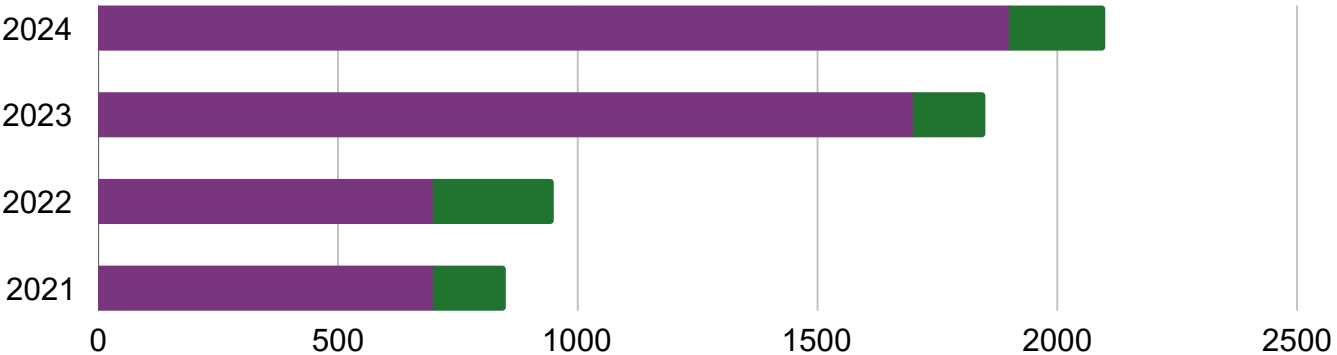


Figure 2. Survivors with NRPF supported by TDAS



The TDAS data relating to survivors with no recourse to public funds (NRPF) shows a continued downturn in women with insecure immigration status (shown in green) seeking support. This is likely to be due to the Lotus Hub which provides specialist support for this cohort. Anecdotal evidence suggests that while 99% of women survivors with insecure immigration status have been refused access to a refuge because they have no recourse to public funds, some of these women are in fact accessing refuge spaces within GM. In addition to the four beds at the hostel run by Safety 4 Sisters, they, and other local charities fund placements in other refuges. These charities supporting women with insecure immigration status do not themselves have secure, guaranteed, continuous funding.

Additional indicators to evaluate and monitor direction of progress, in terms of events, commitments, and outputs.

1

Key in the improvement in safety for women and girls in Greater Manchester are the GMCA Gender Based Violence and Abuse strategy (GBVA), the GMP improvement plan and the Vera Baird Inquiry findings. The lifespans of these align sufficiently with ours to demonstrate what impact they have for safety. The progress on these provides indicators for us to evaluate in future alongside service provision, including that for women with no recourse to public funds.

2

GMCA has gained White Ribbon Status and has produced more social media content under the #IsThisOK banner, working with boys and young men. More public engagement assets focussed on coercive control are under development.

The Mayor commissioned an inquiry by Dame Vera Baird in response to media coverage of allegations of mistreatment in police custody by three women. The inquiry covers the experiences of fourteen individuals and was published in July 2024. Key outcomes are the end of 'welfare' strip searches; the introduction of dedicated female welfare officers in custody suites; the automatic provision of 'dignity packs' and sanitary products in custody cells; the appointment of a Custody Visitor to make unannounced checks; and the formation of an Independent Scrutiny Panel, which has held its inaugural meeting with Dame Vera in attendance.

Reem Alsalem, (United Nations Special Rapporteur on Violence Against Women and Girls. It's Causes and Consequences) visited GMCA in February 2024 to discuss the GBV Strategy with the Deputy Mayor, Kate Green. This was part of a wider UK visit which Reem will report on to the UN Human Rights Committee in June 2025.

The GBVA delivery plan was updated for 2024-2026 in November 2024. A major development is the establishment of a Lived Experience Panel which is now advising on strategy implementation and ensuring a victim/survivor led approach.

In March 2025, GM4Women2028 is hosting an event where Kate Green and representatives from GMP and GMCA policy team will hear from grassroots domestic abuse organisations how all the current developments and initiatives have impacted on the ground

With violence against women and girls recognised in July 2024 as a 'national emergency' by the National Police Chiefs' Council, protection for women and girls in public and private spaces in Greater Manchester requires further improvement.

The Government failed to include assurance for women with insecure immigration status in the Victims and Prisoners act 2024 that they could report their abuse to the police without fear of deportation. As GMCA supports the City of Sanctuary movement, we need a local solution to this injustice. Hence our calls to action continue in a similar vein to last year's.



Safety Group calls to action 2024

1

GM policy makers, planners and police to continue ensuring that the safety of women and girls is designed into the planning and operation of our streets, public spaces, parks and public transport.

In particular, develop a focus on countering the misogynist messaging from social media influencers and pornography to reduce their adverse impact on sexual violence and young women's health.

2

GMCA to prioritise and implement policy actions focused on supporting sexual violence victims and women with no recourse to public funds experiencing domestic abuse, and to expedite the implementation of a firewall.



Participation group Pankhurst-Fawcett Report

Author: Francesca Gains



PARTICIPATION GROUP

Scorecard - 2024

This year there is an improvement in our 2 key indicators for women's representation in formal politics and law.

27%

Indicator 1: voting women in the GMCA

For the first indicator, the number of women with voting rights around the Mayor's cabinet table has risen to 27% - as three of Greater Manchester's boroughs are now led by women.

38%

Indicator 2: judicial appointment

For our second indicator, the percentage of women appointed as judges in the Northwest in 2023/24 was 38%, up two percent from last year and the same as the average for England and Wales as a whole.

Both the participation indicators have improved on last year. The first indicator is from data compiled by reference to the websites of the councils. The second is from Judicial Diversity Statistics Ministry of Justice, North West region not GM specific..

More than half our Boroughs have women chief executives (60%), a higher rate than the national figure of 49%


For the first indicator, the percentage of women councillors across our region (despite a very slight fall in the overall number) remains at 42% (270 of 645 councillors) against a national average of 35%.

Representation of councillors who are women of colour has remained at 6% - very slightly higher than the national figure of 5%. This is lower than the proportion of women of colour in the UK population. There is still significant variation between Greater Manchester councils in percentage of councillors who are women of colour.

Table 1: Political Representation in Greater Manchester – by Gender and Ethnicity

	Number of women	% of all cllrs	Number of women of colour	% of all cllrs of colour
GM Councils 2021	255 (of 643)	40%	23	3%
GM Councils 2022	268 (of 645)	41%	32	5%
GM Councils 2023	272 (of 645)	42%	30	5%
GM Councils 2024	272 (of 645)	42%	37	6%
GM Councils 2025	270 (of 645)	42%	40	6%

For our second indicator, the percentage of women appointed as judges in the Northwest in 2023/24 was 38%, up two percent from last year and the same as the average for England and Wales as a whole.



Ethnic minority appointments are unchanged from last year at 7%, compared to 10% for England and Wales but the ethnicity data is not gender disaggregated.

Small improvements in political representation metrics – but better policies and data needed to boost diversity and equality in representation

There is a welcome increase in the case of our key indicator this year as the number of women on the Mayor's GM cabinet rose. Three of the ten authorities are now led by women so representation in Andy Burnham's cabinet has risen to 27%. If the (appointed) Deputy Mayor Kate Green is included, this figure rises to 33%. By comparison, the UK Cabinet now has 50% representation for the first time ever.

Who sits round the Mayor's cabinet table is dependent firstly upon the result of elections in the ten boroughs in Greater Manchester which determine the party that takes control. Following that, internal elections within the councillor group of the party that has won control, select their leader. It is important to note that both these elections (the public vote and the party vote to select the leader) are beyond the Mayor's control despite Andy Burnham's commitment to a gender balanced cabinet.

There is an encouraging increase in the levels of gender balance of the executives ('cabinets') of the individual ten authorities that make up Greater Manchester. Analysis shows that gender representation across the region has also improved since last year. In all but one of the GM authorities the gender balance of representation is higher than in the GMCA and the leadership 'pipeline' of senior women executive councillors is growing steadily stronger.



Participation group call to actions 2024

1

The Greater Manchester constitution makes arrangements to ensure diversity in cabinet discussions via shadowing arrangements to allow gender balance which effectively meaning our primary scorecard ask is technically fulfilled.

This picture of a gradual positive increase in gender balance in the Greater Manchester authorities may not feed through to representation in the Mayor's cabinet to equal that of the current UK Government (and thereby meeting GM4Women's key representation demand) by 2028. However, the shadowing arrangements, built into the current GM constitution, are designed to ensure equal representation round the table so effectively fulfilling this ask. They also serve to build leadership capacity in the region.

2

A secondary key ask is for all the GM authorities to adopt carer's leave polices.

Despite improvements in some authorities, the overall number of women councillors in Greater Manchester fell slightly to 270 but the percentage of women councillors remains at 42%. This figure is higher than the national average probably reflecting the Labour Party's electoral dominance in Greater Manchester because that Party has some internal procedural rules to promote better gender balance in candidate selection. However, caring responsibilities (of all kinds) impact on the ability of councillors to stay in office and build experience and expertise.

3

It remains crucial that the authorities in Greater Manchester monitor and publish diversity data to enable improved monitoring to take place.

In Greater Manchester 6% of councillors are women of colour however this percentage varies significantly across the ten authorities. Pushing for carer's leave and better diversity data should be the campaign focus for GM4women to make sure the small improvements reported here gain momentum and the data keeps improving.



Education group

Pankhurst-Fawcett Report

Authors: Marianthy Riga and Fernanda Tapia



EDUCATION GROUP

Scorecard - 2024

This brief focuses on two key indicators of women's education in traditionally male-dominated fields in Greater Manchester



Indicator 1: Women in Engineering & Tech Undergraduates

Regionally disaggregated data is still unavailable without charge at the time of HESA Student Data publication. Since 2024, the data required to calculate this indicator has been out of reach for charities like GM4Women.

4%

Indicator 2: Women in Construction & Built Environment Apprenticeships

The number of apprenticeships in Greater Manchester has fluctuated between 630 and 720 from 2019/20 to 2023/24. When we examine women's participation, the number of female apprentices has gradually increased.

The data for the first Education Indicator has been delayed and will require payment for access (Higher Education Statistics Authority returns, student Data release). The data for the second indicator is the same as last year, no improvements (Department of Education, Apprenticeships and Traineeships Data).

Indicator 1: Women in Engineering & Tech Undergraduates

The release of HESA Student Data for 2023/24 has been delayed – [HESA website announced the data release in spring 2025](#). Regionally disaggregated data is still not available without charge at the time of publication. Since 2024, the necessary data to calculate this indicator has been put out of reach for charities like GM4Women, as HESA asks for a substantial fee to access data that now belongs to its proprietary disaggregated HEIDI+ dataset, licensed under fee to Higher Education institutions.

Indicator 2: Women in Construction & Built Environment Apprenticeships in Greater Manchester

The number of apprenticeships in the construction, planning, and built environment sectors in Greater Manchester has fluctuated between 630 and 720 from 2019/20 to 2023/24. However, the number of starts is already at 570 in the first quarter of 2024/25.

When we examine women's participation, the number of female apprentices has gradually increased.

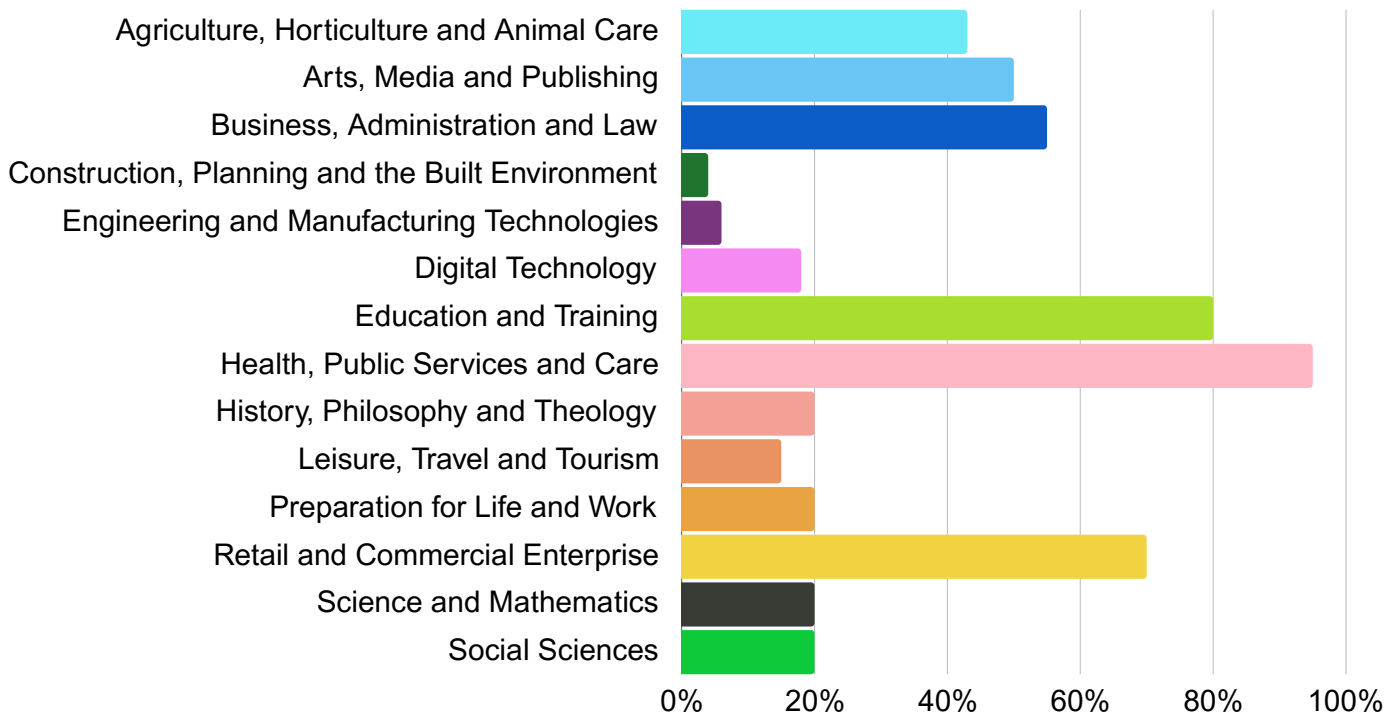
Figure 1: Apprenticeship by Women under 19 in Greater Manchester

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Total	630	610	710	720	700	570
Female	20	20	20	30	30	40
Male	610	590	680	690	670	530

Figure 1 shows that female apprentices rose from 20 in 2019/20 to 30 in 2023/24, although we see a promising start to the most current academic year with 40 in a single quarter. Despite this growth, the proportion of women remains low compared to men. In 2023/24, there were 670 male apprentices, **which highlights the continued dominance of male** participation in the sector.

Looking at Figure 2 the data reflects a clear trend in engineering and construction where female participation is significantly lower than in other fields like business and administration, with many of these sectors having female apprenticeship numbers closer to or above half of the total apprenticeships. This underscores a need for more significant efforts to attract and retain women in these technical, male-dominated fields.

Figure 2: Apprenticeship by Women under 19 in Greater Manchester 2023/24



6%

**Engineering and
Manufacturing Technologies**

4%

**Construction, Planning
and the Built Environment**

Regional Breakdown

Looking at the data regionally, the total number of apprenticeship starts across the **North West** is significantly higher (2,850) than the individual areas within Greater Manchester, where the numbers are much smaller.

Figure 3: Apprenticeship in Great Manchester by Boroughs

	Total	Female	Male	Not App/know
North West	2850	300	2550	low
Bolton	110	10	110	low
Bury	70	10	60	low
Manchester	90	10	80	low
Oldham	70	10	70	low
Rochdale	80	10	70	low
Salford	120	10	100	low
Stockport	110	10	100	low
Tameside	90	10	70	low
Trafford	60	10	60	low
Wigan	230	10	220	low

Apprenticeship starts are notably lower in Greater Manchester, Bolton, Bury, Manchester, Oldham, and others. In the North West region, women represent 10.5% of the total apprenticeship starts, with 300 female apprentices out of 2,850. However, when we break down the data for specific areas in Greater Manchester, the female representation is far more limited. For example:

Bolton

Of 110 total apprenticeships, only 10 (approximately 9%) are female.

Manchester and Wigan

Women represent around 10% of the total apprenticeship starts in both areas, which aligns with the broader regional trends.

This **consistently low female representation across Greater Manchester** suggests that women remain underrepresented in construction apprenticeships throughout the region.

Local Initiatives and Lessons Learned

Public Sector Actions

The [Greater Manchester STEM Framework](#) is designed to ensure that residents of all ages and backgrounds know the STEM opportunities available in the region. It highlights significant projects, including HS2 and Northern Powerhouse Rail, alongside broader infrastructure and construction plans. The [GM Good Employment Charter](#) also promotes diverse and inclusive workplaces, focusing on fair pay, opportunity, and progression for all employees.

University-Level Initiatives

Research reveals that many women still view construction as a male-dominated field. According to Morgan Siddall's [Are we Gen Z ready?](#) Report, 57% of women and girls are discouraged from pursuing a construction career. Data from the Women's Engineering Society shows that only 12.37% of engineers in the UK are women. However, the University of Salford's research on barriers for women in leadership roles in construction suggests that improving work-life balance, offering flexible working practices, and providing career break schemes could help remove obstacles for women in the industry. At the University of Manchester, the [Manchester Student Society of Architecture \(MSSA\)](#) has established a forum to promote gender equality in architecture studies and careers. Meanwhile, Manchester Metropolitan University's [Rise programme](#) helps enhance students' employability by focusing on women in STEM, offering opportunities like workshops, coding courses, and career networking events to empower women in the field.

School-Level Initiatives

The STEM Ambassadors initiative provides opportunities for ambassadors to engage with under-16 students in STEM subjects. However, while some cities like Liverpool and Sheffield have more school-based activities in construction and engineering, Greater Manchester lacks initiatives for younger students in these areas. This gap presents an opportunity for the STEM Ambassadors Programme Northwest to encourage more school activities to engage young girls in these fields. Additionally, the [Make Space for Girls](#), a collaboration between Manchester Metropolitan University and local schools, empowers teenage girls to contribute to the design of public spaces. This initiative helps inspire girls to consider urban planning and engineering careers by incorporating their ideas into park designs.

Community-Level Support

Community initiatives also play a crucial role in empowering women in STEM. The [Boilerhouse](#) workshop offers hands-on training in construction skills such as woodworking, painting, and using power tools, fostering confidence and connection among women. Community initiatives like [Ladies That UX](#) and [Digital Her](#) offer support and networking opportunities for women in tech and digital industries. Additionally, [STEM Women](#) hosts recruitment events to connect female STEM students with employers, helping them grow their skills and access job opportunities.

Bridging the Gender Gap in STEM and Construction

While female participation in construction apprenticeships in Greater Manchester has gradually increased, **women still make up a small portion of the workforce in this male-dominated sector.** Bridging this gender gap requires more concerted efforts across various levels, from public sector initiatives to university and community programs.

These initiatives demonstrate the importance of providing women support, resources, and opportunities at every stage of their education and career journey.

By building on **successful local programs, Greater Manchester can continue to bridge the gender gap in STEM and construction,** creating a more inclusive and diverse workforce.



Education group call to actions 2024

1

Increase Transparency and Accessibility of Data: Efforts should be made to ensure that regional data on women in engineering and tech, as well as construction apprenticeships, is more widely accessible, particularly to organisations trying to promote gender equality in these sectors. More women must engage with data that impact their advancement. While data initiatives are growing in Greater Manchester, leadership remains male-dominated. Increasing training, mentoring, flexible jobs, and collaboration can help women transform this sector, as in construction and engineering.

2

Affirmative action: To bridge the gender gap in STEM and construction, we must take intentional, gender-sensitive actions. Research highlights key areas to focus on when encouraging women in these fields (WES,2024; ECITB,2024; Pearson et al., 2015).

Encouraging early STEM exposure, showcasing female role models, and fostering inclusive learning environments help women pursue careers in STEM and construction. Challenging gender bias and boosting self-efficacy through mentorship and support further empower women to succeed in these fields.

3

New technologies and gender perspective. Women remain underrepresented in AI, holding only 26% of data and AI roles and 16% of tenure-track faculty positions. Many face credibility challenges and workplace inequality, leading to high attrition. Gender diversity is crucial for building fair, effective AI systems that reflect the populations they impact. Therefore, encouraging female students in the AI sector is critical.

4

We advocate for a multisectoral consultation on women in STEAM and construction in Greater Manchester. Identifying attraction factors, barriers, and ways to improve accessibility from school age is key. Collaboration among leaders can amplify impact, and we recommend GMCA Women and Girls Panel sponsor this initiative.



CULTURE & ACTIVE LIVES GROUP

Pankhurst-Fawcett Report

Authors: Sarah Galligan, Mimi Wilsher
and Niamh Carroll



CULTURE & ACTIVE LIVES GROUP

Scorecard - 2024

Women remain underrepresented in some areas of leadership, particularly ethnically minoritised women and disabled women.

48%

Indicator 1: Senior position in Arts Council National Portfolio Organisation (NPO)

Women comprise 48% of leadership roles in Greater Manchester's National Portfolio Organisations.

29%

Indicator 2: not physically active 30+ a week

The percentage of women not exercising 30 mins + a week in Greater Manchester is 29%.

The culture indicator shows a reduction from last year (Arts Council Annual Survey) and the data for the active lives is the same as last year, no improvements (Sports England Adult Active Lives).

Women in Cultural Leadership

In 2023/2024, women made up 48% of leadership positions of National Portfolio Organisations (NPOs) in Greater Manchester, in-line with national figures. Nationally this is a decrease from women's 52% representation the previous two years,, however overall still up significantly from 40% in 2018.

The Arts Council has recently started a new funding round, thus changes are to be expected and are due to the differences in the organisations being funded rather than differences within the staffing of NPOs. This shows the importance of the data collected by the Arts Council which insists that organisations receiving repeat funding report on protected characteristics.

With the exception of the indicator above provided to us by the Arts Council, data on women's participation in culture, including music, film and the arts within Greater Manchester or the North West region is difficult to come by. Much of the remaining data reported in this brief therefore includes national data, which may reflect the norm in our city region. Even at the national level however, data is poor, reflecting the SME nature of the sector which includes many freelancers, the fact that it covers disparate sectors and reflecting the historical lack of importance given to collecting such data. This is particularly the case when it comes to data around ethnicity and disability.

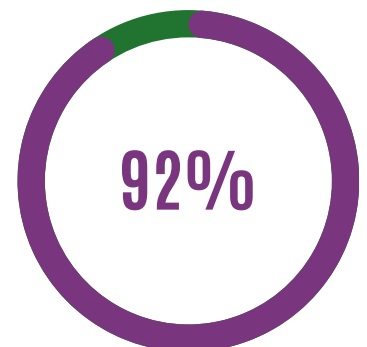


Culture is a key sector for our city region and so the **lack of this data** impacts on our ability to gain knowledge and campaign.

Because of the many SMEs in the sector we need strong and visible public and private initiatives to support the industry – including industry networks, bespoke government and Arts Council funding, business skills training as well as broad social interventions such as support for those with caring responsibilities in this precarious industry.

Engagement in the Arts

92% of adult women engaged with the arts physically between May 2023 and March 2024 in the UK, higher than men's engagement at 89%. This gives women a **strong voice to call for change and celebrate success**. In recent years conversations about content of galleries have got louder. Women artists have been less celebrated historically and are less known thus we encourage more galleries to report on the balance in their collections.



We have reached out to some GM galleries for their policies which we will report on in future reports. As reported below, there are organisations leading the way, such as the National Football Museum which has a 50/50 gender target for staffing, collections and archives.

Workforce Composition

The 2024 report by the Create Policy and Evidence Centre states that 61% of artists and 80% of librarians in the cultural sector in the UK were women. However, men constituted 66% of managers and directors in the creative industries, indicating a gender gap in leadership roles.

Gender Pay Gap in the Cultural Sector

In 2024 the gender pay gap in the cultural sector in the UK was 15.2%, with women earning 85p for every £1 men earn. This gap is even wider for women of colour and disabled women.

Women in UK Music Industry

In 2024, 48.3% of senior leadership positions in the UK cultural sector were held by women (up from 45.1% in 2022 and 40.4% in 2020). The Seat at the Table 2024 a report by Women in CTRL, a non-profit working for equality of representation in the music business found that women and non-binary individuals occupied 52% of board seats across 11 UK music industry trade bodies, up from 32% in 2020. This remarkable transformation is supported by case studies detailing measures including promoting role models, introducing bursaries for leadership training, developing organisational Equality Action Plans and introducing targets for recruiting underrepresented groups to the membership bodies and to organisational workforces. This could provide momentum and support for GM based industry organisations to make similar measures.

Despite increased representation, disparities persist. In 2024, women in the UK music industry earned an average annual income of £19,850, compared to £21,750 for men, indicating a gender pay gap of approximately 9%. Women constitute only 19% of those earning £70,000 or more annually from music., 35% of female musicians from Black, Asian, or minority ethnic backgrounds earn £7,000 or less, compared to 25% of white female musicians.

A report by the UK Parliament's Women and Equalities Committee highlights **persistent challenges for women in the music industry, including limited opportunities, lack of support, gender discrimination, and sexual harassment.**

Initiatives in Greater Manchester (2023-2024)

NPO National Football Museum has a 50/50 gender target for both staffing and its collections, Footballing Hall of Fame and archives. Its 2022 high-profile activities celebrating Manchester's hosting of the UEFA Women's Euro's included a succession of women's football exhibitions and contemporary collection events in fan zones targeting the collection of artifacts and stories from new and underrepresented voices. Energies have been sustained with a partnership with the Women's Super League. All 12 clubs donated artifacts to the museum.

Arts Council England funding focused on intersectional inclusion, supporting women-led projects, particularly those targeting women of colour and disabled women in theatre, music, and visual arts.

Manchester Pride Community Fund distributed **£1.5 million** in grants to 86 local organisations, promoting LGBTQ+ arts and culture, with a focus on gender equality and intersectionality.

Leadership programs such as Leadership Greater Manchester nurture diverse women, offering leadership development opportunities, especially for women from underrepresented communities.

Importantly, the GMCA Women and Girls' Equality Panel facilitated by the Pankhurst Trust and GM4Women aims to draw attention to the need for increased representation of women and girls in leadership roles, including in the cultural sector.



Active Lives data

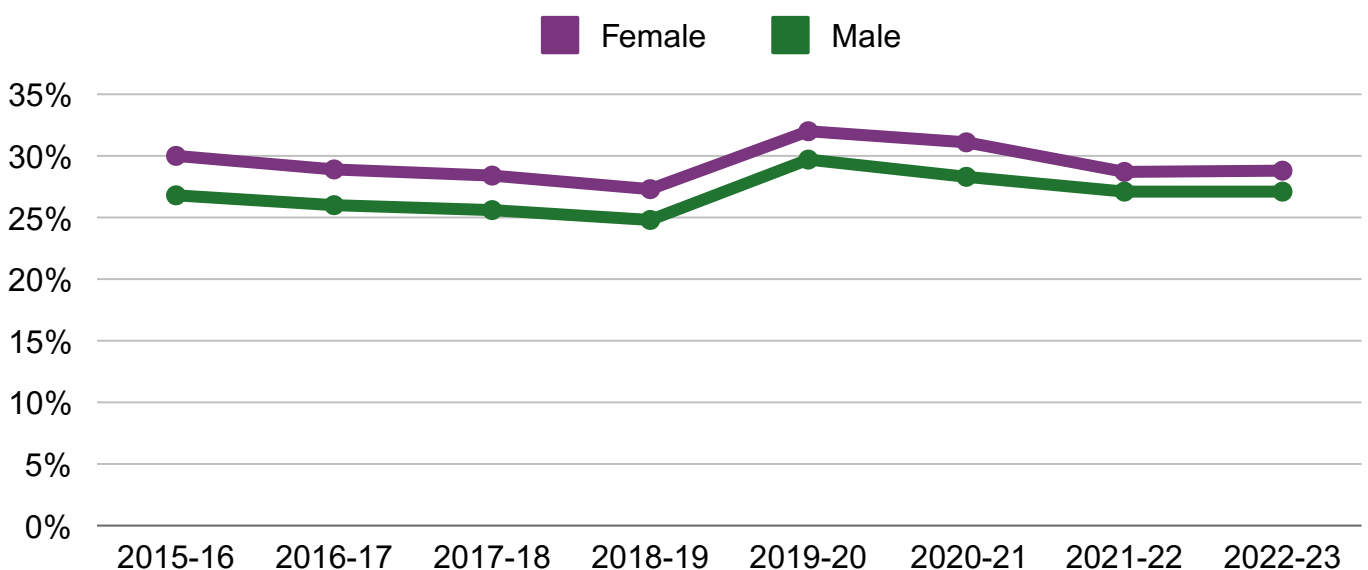
Movement matters to all women and girls, but they also face additional barriers to an active life. Everyone across Greater Manchester has a role to play to close the gender activity gap and address the intersectional inequalities within it. Despite much progress, women and girls still experience several complex and interconnected structural and systemic barriers to everyday movement, participation in physical activity and sport.

These barriers include affordability – women in general have less access to financial capital than men and are more reliant on infrastructure services to be active. Linked to this, women also experience more time pressures, often due to unpaid ‘care work’. This can include direct caring activities such as feeding a baby or caring for a relative, as well as indirect care such as cooking and cleaning (International Labour Office).

A lack safety and perception of being safe also creates a barrier to women and girls being active. This perceived threat to safety is rooted in reality, a survey of 2,000 women in the UK found that 25% of runners experience harassment on a regular basis. This threat to safety leads women and girls to change their behaviours when it comes to being active. New research from This Girl Can shows that 72% of women in the UK change their outdoor activity routines during winter. This includes, 24% of women who ensure to take well-lit routes and 23% of women who avoid certain areas altogether.

It is important to also note that these threats to safety are intersectional. Black women, women of colour, disabled women, trans women and women from other marginalised groups experience more and different types of harassment.

Figure 1. GM Inactivity Rate by Gender

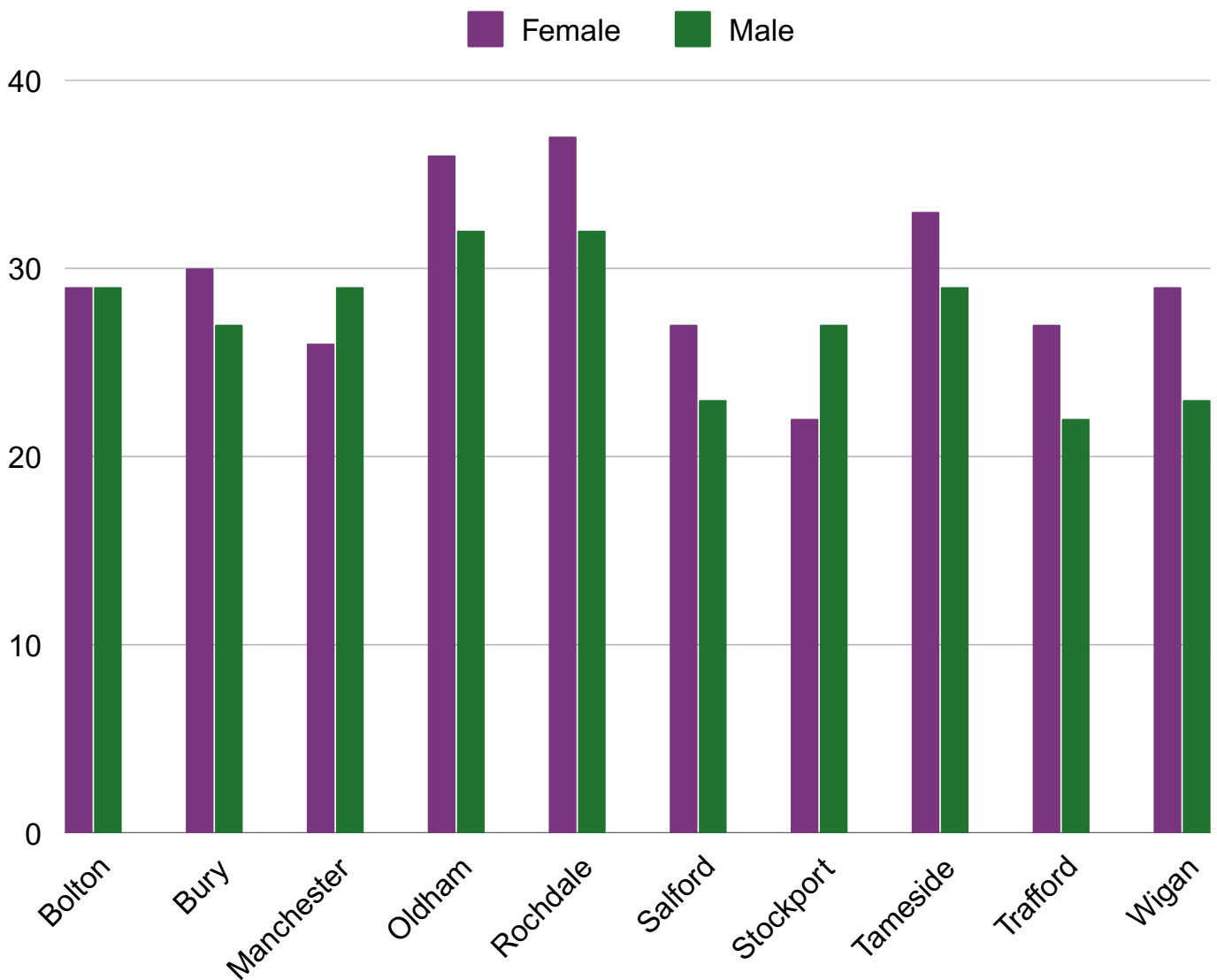


With these barriers in mind the Active Lives data from Sport England highlights that overall, women in GM are more likely to be inactive than men.

Whilst inactivity levels on the whole have been decreasing since the pandemic, with women's inactivity levels reducing at a faster rate than men (3.2% to 2.1%), the gap in inactivity levels has risen slightly in 2022-23 due to a marginal upwards trend in women's inactivity levels.

In 2022-23 across the ten boroughs that make up Greater Manchester, women are less active than men in seven. The biggest gap in inactivity levels between men and women is still in Wigan (6.2%), with gaps also significantly bigger in Rochdale (5.8%).

Figure 2. GM Inactivity Rate by Borough



Inactivity levels are higher for disabled women, women of African, Caribbean, South Asian and East Asian heritage and women in lower socio-economic groups.

If we compare female inactivity trends in GM with the picture for the rest of England we can see that GM has seen a faster rate of recovery from the impact of the pandemic on inactivity levels from 2019-20.

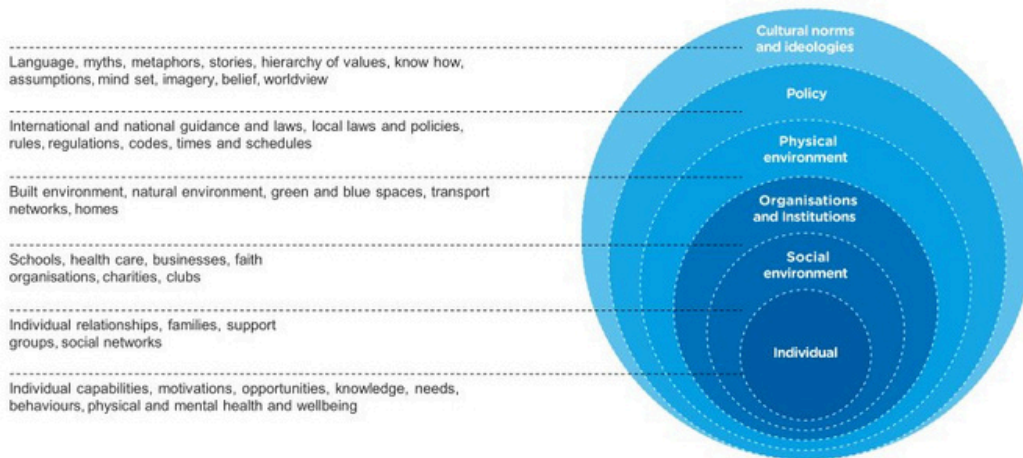
There is good progress to build on, in the post-pandemic recovery, and there are opportunities ahead to generate wide-ranging contributions to active lives for all women and girls.

Figure 3. Female Inactivity levels, GM vs England



Here are some examples of what this looks like in action:

Figure 4. **Socio-ecological model**, adapted for culture change by Hayley Lever, GM Moving and Scott Hartley, Press Red.



Cultural norms/ideologies - campaigns such as [#ThisGirlCan](#) and [#FeelGoodYour way](#) which centre the experiences of women and girls challenging perceptions of what movement/physical activity looks like.

Policy – [The Right to the Streets](#) project and the policy asks which emerged through the participatory legislative theatre process with community members in Trafford. The core policy proposal was focused on making public spaces and parks more welcoming.

Physical environment – the Right to the Streets card game facilitated with planners and engineers in GM to challenge preconceived ideas about what solutions to women’s safety concerns in the built environment look like. Encouraging the use of feminist design principles.

Organisational/institutional - GM Moving bring together National Governing Bodies in a forum where there has been a focus on women and girls and how sports clubs and organisations can create more inclusive spaces and opportunities for women and girls to be active. The LGBTQ+ forum, tackling inequalities network and other communities of practice are all addressing inequalities through their work. In localities, there are fantastic examples of community provision for women and girls in every borough of Greater Manchester from Mile Shy Club, Stronger at Home and activity focussed on addressing inequalities for Muslim women.

Social environment – social networks that promote inclusive spaces for women and girls to be active and provide peer support. Examples include Girls who walk, sole mothers, ride for women, in the 2024 edition of the GM Walking Festival women and girls were a targeted demographic.

Individual – take up of active bystander training, recognising the role we can all play as individuals in the creation of safer spaces for women and girls.

Culture & Active lives group calls to actions 2024

1

Women in culture

Our asks for the sector are to provide intersectional data, provide cross industry mentoring and business support initiatives and for women to use their vast strength as consumers in campaigns and in direct asks where they consume their culture.

2

Active Lives and Women - targeted approach to marginalised sector.

Let's take a targeted approach by centring the experiences of the most marginalised and inactive women and girls. We will shift the dial because we will address the myriad structural, systemic and cultural barriers that hold inactivity in place.

3

There will be many contributing factors to the steady reduction of inactivity for women in Greater Manchester.

People, community groups, clubs, schools, and stakeholders from a wide range of sectors from transport to planning and sport to violence reduction, are making a huge contribution to supporting women and girls' activity levels already.

Authors

Many thanks to the authors of the specific chapters whose names are given at the beginning of the chapters.

The overall document was pulled together by Fernanda Tapia Birkner and Helen Pankhurst, with proof-reading support provided by Amy Glendinning, Sarah Galligan and Omolade Femi-Ajao.

The scorecard image was generated by Juliana Jakobowiski.

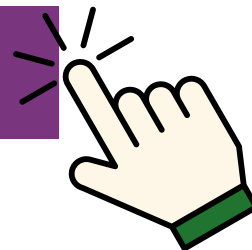
Overall design of this report by Fernanda Tapia Birkner.

To get involved in GM4Women please email:

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