



The Gender and Employment in Local Labour Markets Research Programme

at the

*Centre for Social Inclusion
Sheffield Hallam University*

1 September 2003 – 31 August 2006

Director's Final Report

prepared by

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October 2006

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1 Summary of Main Research Findings

The GELLM Research Programme produced a substantial body of evidence about women's and men's position in the labour market in England, drawing on **extensive analysis of official statistics** and other documentation and evidence collected in **six new research studies** exploring: women's part-time employment; the difficulty some women face in accessing paid work; the particular difficulties facing some women from ethnic minority groups; the factors affecting qualified women's career development in public sector jobs; the impact of urban regeneration policy on women in poor neighbourhoods; and supply and demand issues affecting employment in domiciliary care. This summary highlights the research findings of this overall body of work, published as 12 Gender Profiles of Local Labour Markets and the reports of the 6 studies (in the form of 6 Synthesis Reports and 32 Locality Reports).

The 12 GELLM Gender Profiles of Local Labour Markets

Covering Birmingham, Camden, East Staffordshire, Leicester, Newcastle, Sandwell, Somerset, Southwark, Thurrock, Trafford, Wakefield, West Sussex

Each of the Gender Profiles covered the district(s) within the local authority selected, 'bench-marked' against regional and national statistics. The 12 profiles included a total of 22 local authority districts (including two London boroughs) and all 9 of the English regions (including London). The Gender Profiles are a **unique statistical resource** bringing together a wide range of statistical information relevant to men's and women's participation in the labour market. These resources, which in many cases include the first publication of detailed data from the 2001 Census, and specially commissioned Census data, have been widely used in relation to local strategic planning, policy development relating to labour market activation, service enhancements and other local authority planning and policy-making.

Educational attainment of boys and girls

- The research showed that girls' attainment in tests and examinations at school is above that of boys in most forms of assessment in almost all localities. However there is very significant variation between localities.
- Our analysis of ethnicity and gender also showed worrying under-performance among boys, including - but not only - non-White boys in some districts - even where overall results were improving.
- Pupils of both sexes make very gendered choices at the A level stage, although the most popular topics of study vary from one place to another. The proportion gaining good passes at A level also varies significantly by gender in some localities. Girls do not consistently out-perform boys on this measure. Where differences are wide, further research is needed to explain why.
- The minority of pupils who leave school at 16 make very gendered choices when entering paid employment, reinforcing existing occupational segregation. This is likely to have long-term implications for their futures.
- Analysis by ethnicity and by whether English is the pupil's first language showed that boys and girls from BME groups do not always perform worse than their White counterparts. At district level, precise analysis by ethnicity and gender is not possible because of small numbers in most ethnic minority groups in many of the localities studied.

The changing shape of local industry and employment and male and female patterns of work

- The scale and pace of change between the districts studied was a very important source of variation in the study. In some areas, more female than male full-time manufacturing jobs had been lost in the preceding decade.
- Our analysis shows the great importance of the pace of growth in part-time jobs for some localities, with women's employment increasingly channelled into the low-paying retail, hotels and restaurants and social care sectors.
- Other areas have benefited from major growth in full-time jobs, in some cases in sectors such as finance and business, or in managerial jobs. Here, however the growth in higher paid positions has tended to benefit men more than women.
- The study confirms that part-time female employment in mid-career is a very important feature of employment in England, yet the availability and type of part-time jobs on offer is very different in different places. Most is available in only a limited range of lower paid occupations.
- Growth in male part-time employment was also significant everywhere, particularly affecting young men and older workers, supporting labour market entry and exit, and providing income support while studying.
- The analysis confirms the persistence of occupational segregation, with women clustered in lower-status and lower-paid jobs.
- Women tend to work closer to home than men, and in some districts up to 17% of women walk to work each day. 25% of women have jobs outside the home which are within 2 kms of their homes, compared with 15% of men.

The Gender Pay Gap

- Here our analysis showed the persistence of low pay, especially in part-time jobs held by women.
- The pay gap is particularly large in jobs in the 'managers and senior officials' occupational category, where it is very evident even when the analysis compares only those working full-time.
- Where the gender pay gap is narrow (and in the few cases where the gender pay gap favours women), the occupations in question are in typically low paid sectors, such as retail, hotels and restaurants. In these cases a narrow gender pay gap is nearly always seen only when male and female part-time jobs are compared.

Unemployment and Economic Activity

- High rates of economic inactivity among women conceal the fact that many women want to work.
- Everywhere, the employment rates of highly qualified women are relatively high. But employment rates among unqualified women are consistently lower, and highly variable between localities. These women face very difficult labour market entry problems in some localities.
- The percentage of female lone parents who are in part-time employment varies significantly between localities. In our study it was highest in Somerset (35%) and lowest in Camden (15%), at a time when the English average figure was 26%.
- In some areas the proportion of dependent children living in workless households is worryingly high. Although the English average was 17% in 2001, in our districts the figure varied from 11% in West Sussex to 31% in Camden.

Women, Men and Diversity

- The GELLM analysis shows a high degree of labour market 'clustering' of men and women in different ethnic groups, both in certain industries and in particular occupations. In Birmingham, 65% of the city's 2,700 employed Bangladeshi men, and 44% of its employed Chinese women work in the wholesale, retail, restaurants and hotels sector. In Leicester, over a third of employed Indian women worked in manufacturing.
- In some BME groups, men and women are much more likely to be self-employed, to be students or to be unemployed than the local White population of women and men.
- National level analysis conceals the considerable disadvantage experienced by some women and men from particular BME groups in the localities subjected to detailed study. This calls for particularly urgent policy attention with respect to Bangladeshi, Pakistani and Black African women.
- It also draws attention to the very difficult position of other groups in specific labour market contexts. Although the labour market situation of Indian women appears relatively favourable at the national level, in cities like Leicester our study shows this group is currently in very difficult labour market circumstances, as their traditional sources of employment in the manufacturing sector have come under pressure.

Work-Life Balance

- Employees' reported access to flexible working was low, particularly in some districts. For example, while, on average, 7.9% of men and 11% of women in England had access to flexitime, these figures ranged, for men, from 5.2% (Leicester) to 10.6% (West Sussex), and, for women, from 6.5% (Trafford) to 16% (East Staffordshire).
- Caring responsibilities were heaviest for the Bangladeshi and Pakistani groups (women and men), who are more likely than other employees to be combining the unpaid care of a sick or disabled person with paid work.
- Pre-school and out-of-school provision in some areas was well below the national average, with some identifiable neighbourhoods having no local day nursery available.

The 6 GELLM Local Research Studies

Working Below Potential: women and part-time work

Studied in Camden, Leicester, Thurrock, Trafford, Wakefield, West Sussex

- This GELLM study developed the concept of 'Working Below Potential' (WBP) in relation to women's employment in lower level, part-time employment.
- WBP is defined as 'not using proven skills, qualifications and experience' in the current job. The study found that this affects 54% of women in part-time jobs - 2.8m women nationwide. Our analysis - based on 333 women who provided personal information (89 of whom were also interviewed face-to-face), interviews with 22 senior managers, and discussion meetings with 29 trade union representatives from 9 different unions - was confirmed in 2005 in a larger national survey exploring the GELLM findings, sponsored by the EOC.
- This GELLM study is important because it found that WBP is mainly caused by the way jobs and employment are structured, rather than by women's preferences and choices, as had previously been suggested in the research literature.
- Based on extensive evidence from 22 separate worksites in the public and private sectors¹ in 6 different parts of the country, the report argues that WBP is wasting valuable talent at an unacceptable cost to employers, the economy, individual women and their families. The authors conclude that this situation could be changed if organisations created better quality part-time jobs in all industrial sectors and at all occupational levels, including in higher level jobs.

Connecting women with the labour market

Studied in Birmingham, Camden, Sandwell, Thurrock, Wakefield

- This GELLM study reported that in England in 2005 there were 1.4 million women outside paid employment who wanted to work but were finding it hard to access jobs. The problem is particularly acute in poorer communities. Here the study findings are especially important because they strongly refute the widely held view that women outside employment are content not to work.
- The study's new statistical analysis showed that in some wards women's unemployment rates were 4 times the national average – and for women in some ethnic minority groups 8 times higher.
- The study's qualitative research, which involved face-to-face discussion with 101 women and interviews with 51 representatives from local organisations, showed how deeply women care about this situation. They emphasised the importance of paid work as a route to independence and as an example to children, and called for more practical support and job-focused training.
- The research findings demonstrate that women's disconnection from the labour market is often linked to their lives as women, mothers and carers and to interrupted work histories. The evidence strongly underlines the need for more public policy support to help women gain work experience and up-to-date qualifications, and the importance of developing this support as part of a local, strategic approach.

¹ Data was collected in organisations in the following sectors: food, engineering, health and social care, education, retail, transport and communications, sports, leisure and hospitality.

Ethnic minority women and access to the labour market

Studied in Camden, Leicester, Thurrock, Newcastle, Somerset, Southwark

- This GELLM study showed the inequalities which persist for England's 2.1 million ethnic minority women of working age in the operation of the labour market, and how these vary between localities.
- The study revealed large variations in unemployment and economic inactivity, and clustering in specific, disadvantaged, labour market segments.
- The statistical analysis showed that Bangladeshi and Black African women were much more likely to be unemployed if they were born outside the UK. Our discussions underlined the importance of voluntary sector agencies in supporting ethnic minority women in accessing jobs, but found they often struggled to maintain and develop their services because of precarious and short-term funding.
- The proportion of women who were graduates rose strongly, especially for Indian, Pakistani and Black Caribbean women, between 1991 and 2001. This underlines the importance of ensuring ethnic minority women can access jobs at appropriate levels which use their skills and qualifications.
- Caring for an adult who is frail, ill or disabled, or for a disabled child, is significantly more common for women in some ethnic groups than in others. In addition, Pakistani and Bangladeshi women themselves had high rates of sickness and disability in some of the localities studied.
- The GELLM workshops with 93 local women in the areas studied found that many ethnic minority women strongly aspire to enter and progress in the labour market, but frequently find their aspirations frustrated, damaging their confidence and self-esteem.
- Many ethnic minority women in the study were perplexed by their difficulties in gaining access to ESOL training, and felt mainstream services did not listen to them properly, or recognise their abilities and experience. Recognition of qualifications obtained abroad was highlighted as a key issue, damaging some women's chances of secure and appropriate access to their local labour market.

Career development for women in local authorities

Studied in Leicester, Sandwell, Southwark, Wakefield

- This GELLM study found that, for women, even in local authorities with well-established policies relating to childcare, flexible working and work-life balance, the career ladder is still hard to climb.
- The study data (collected from 1,871 survey respondents, in discussion meetings with 106 women, and in interviews with 11 local authority managers), found that women employees did not believe senior jobs were available on a part-time basis, and felt that other forms of flexible working were 'not acceptable' in top jobs - even when a wide range of work-life balance policies were in place.
- The study also reported that many women feel the requirement to have a university degree to progress into mid-level/senior jobs is hard to fulfil in mid-career, putting them at a career disadvantage and holding back their progress. This was particularly true for women with caring responsibilities and those working part-time.
- Women employees reported that the increased amount and intensity of work in the sector, leading to long hours, exacerbated their difficulties in securing flexible working arrangements and in finding the time and energy to study.
- The study included detailed accounts of how informal workplace cultures still favour and benefit men, and evidence of the continuing 'glass ceiling' which constrains women's attainment in the workplace.
- Black women in the study spoke of a 'concrete' ceiling, with an almost complete lack of senior Black women role models, calling for new actions to address this.

Addressing Women's Poverty: local labour market initiatives

Studied in Birmingham, East Staffordshire, Newcastle, Somerset, Southwark, West Sussex

- This GELLM study concluded that most of the regeneration schemes recently implemented in the 6 deprived localities studied had not helped the poorest women to access jobs.
- Although in some of these localities – where in 14 focus groups we talked to 133 local women who were either 'outside' work or in low paid jobs – two thirds of Income Support claimants were women, and sickness among working age women was double the national level, the schemes studied had not targeted women.
- The study found that well over a third of children in these areas were living in households without work, and that over half of local women aged 35-49 had no qualifications at all.
- Between 1991 and 2001, a period of considerable job growth, women's economic inactivity rates in some wards increased, against the national trend. This indicates local labour markets which continue to function poorly.
- In the neighbourhoods studied, low income was not confined to those who were unemployed or economically inactive. Women were more concentrated in unskilled and semi-skilled jobs than in other areas. They were also more likely to work closer to home, in jobs that were often fitted around domestic responsibilities. Many in work in these areas feel economically isolated, and vulnerable to the risk of low wages and insecure work.
- This study shows that participation in the labour market is an aim that many women have, but that it is not just an economic decision. Household pressures, including care responsibilities and lack of local services, are also important.

Local Challenges in Meeting Demand for Domiciliary Care

Studied in Birmingham, Newcastle, Sandwell, Somerset, Thurrock, West Sussex

- Between 2003 and 2028 projected increases in the 85+ population are high everywhere, but vary very significantly between localities. Detailed data were presented for each of the study localities.
- Many more very aged women than men live alone – but these figures also vary by almost 10% between localities. Compared with very aged women, more very aged men (8-10% in most localities) are carers.
- Paid care workers are much more likely to be women aged 50-59 than workers in other jobs, and in most areas, women and men from the local Black African and Black Caribbean population were rather strongly concentrated in care work.
- In all localities, domiciliary care providers reported significant competition for staff, variously from the retail sector, the hotels and restaurants sector, manufacturing, and elsewhere in the health and social care sector.
- Our new survey of 88 independent sector providers of domiciliary care found that 43% did not reimburse the costs incurred by staff in travelling to clients' homes – nevertheless, providers placed considerable emphasis on the non-contractual benefits they offered staff. Most felt they were operating in a very tight financial environment.
- Only 26% of providers said 50% or more of their care workers were qualified to NVQ2.
- Most providers faced significant recruitment and retention difficulties; some were exploring innovative approaches to attracting new staff, including outreach and interagency co-operation.
- This study is important because it highlights the local labour market conditions affecting the recruitment and retention of domiciliary care workers, alerts local agencies to likely changes in demand, and suggests ways in which these can be tackled.

2 Project aims and objectives

The original **aims and objectives** for the GELLM Research Programme were expressed in the application for ESF funding within Objective 3 Policy Field 5 Measure 2 *Gender Discrimination in Employment*, which was established especially in relation to research into recruitment, pay, isolation and progression at work. The aims of the GELLM Research Programme were:

- **To produce a gender-disaggregated statistical profile of a specified local labour market (LLM) in each of the 9 English regions, identifying the disadvantages and barriers experienced by different groups of women (by age, ethnicity, level of qualification, family circumstances, etc.).**
- *The aim was to profile 9 LLMs. 12 GELLM Gender Profiles have been completed and published.*

- **To raise awareness about gendered inequality in the LLM in each locality.**
- *This has been achieved through the publication, consultation and dissemination strategy pursued in partnership with the GELLM local authority partners. 22 well-attended local events were held, organised by 11 local authorities, at which 50 policy-focused research reports were presented by the GELLM team. At these events the research findings were debated by policy-makers, practitioners and other interested parties, representing a wide range of relevant local and regional agencies, including local employers/employer bodies, trade unions, and skills/training organisations.*

- **To explore specific issues identified in the statistical evidence using a case study approach developed in consultation with local authorities and their partner agencies.**
- *In consultation with all the GELLM partners (including the local authorities), and through dialogue within the Regional Project Groups set up in each local authority, 6 substantive research topics were identified. These were subsequently developed and implemented as the GELLM Local Research Studies (see also sections 1 and 5 for details).*

- **To develop a gender mainstreaming strategy for each LLM in collaboration with local agencies and the LA, in partnership with representatives of employers and trade unions.**
- *The development of gender mainstreaming strategies was the specific focus of our direct work with the local authority partners in 2005-6. This included 9 meetings with LA Chief Executives and/or senior staff; 9 consultation and action planning events involving a wide range of regional partners, and in some LAs the formulation of explicit longer-term plans and strategies to achieve gender mainstreaming in relevant areas of service development and delivery. In addition, a special event for HR professionals in local authorities was held in Birmingham in June 2006, attended by 45 representatives of 9 LAs.*

A small amount of additional funding was awarded by ESF in 2005. This was used to finance additional dissemination and to cover the additional costs incurred in the Centre for Social Inclusion when the London Borough of Southwark joined the partnership.

3 Design of the GELLM Research Programme

The GELLM Research Programme was designed to have two main research phases, followed by a third 'dissemination and gender mainstreaming' phase. These are described in the table below:

| Phase | Main Project Activities | Staff roles/responsibilities ² |
|-----------|--|--|
| 1 | Establishment of the GELLM partnership with local authorities | Led by SY, supported by KE and LG. |
| | Consultation on the focus of the Local Research Studies | Led by SY, KE and LG, supported by NT and AS. |
| | Statistical work on the 2001 Census and official data from a wide range of other sources to prepare <i>Gender Profiles</i> of 12 local labour markets | Led by LB, supported by NT. Commentary and editing by SY with support from other team members. |
| | Dissemination of 12 Gender Profiles at meetings and conferences organised by research partners | Led by SY – findings and analysis presented variously by SY, LB, LG, KE, and CB. |
| 2 | Local Research Studies | <i>In addition to new qualitative and survey-based research, all 6 LRS also included significant statistical work designed and led by LB.</i> |
| | <i>1. Working below potential: women and part-time work</i> | Led by LG, supported by SY, PF, CP, LS, NT, AS. |
| | <i>2. Connecting women with the labour market</i> | Led by LG, supported by CP. |
| | <i>3. Ethnic minority women and access to the labour market</i> | Designed by SY with support from NT. Led by BS, supported by NT, CB, CP. |
| | <i>4. Women's career development in the local authority sector in England</i> | Designed by SY, supported by NT. Led by CB with NT's support. |
| | <i>5. Addressing women's poverty: local labour market initiatives</i> | Led by KE, supported by CP, LS. |
| | <i>6. Local challenges in meeting demand for domiciliary care</i> | Designed by SY, supported by AS. Led by AS (and later by SY), supported by LS. |
| 3 | Dissemination and Gender Mainstreaming | |
| | <i>Report writing</i> | Locality/Synthesis reports written by LG (1&2), BS (3), CB(4), KE(5), SY(3,6), and edited by SY. Statistical presentation and report design and scheduling by LB |
| | <i>Gender Mainstreaming meetings</i> 18 meetings held with groups of staff in 10 LAs, plus special one day conference for HR staff | Led by SY, KE and CB who made presentations/ provided expertise at these events |
| | <i>Dissemination of LRS findings</i> Total of 12 events held in venues arranged by the GELLM partner local authorities ³ | CB, KE, LG, SY presented research findings at these events |
| | <i>Final National GELLM Conference: London, Congress House, 13th July 2006</i> | The whole GELLM team took part in organising and delivering this event. The EOC, TUC, local authority officers and GELLM academic advisers all played an active role (see conference report) |
| 2004-2006 | <i>6 National Advisory Group meetings</i> | The whole GELLM team, lead staff from all organisations in the GELLM partnership, and the GELLM external advisers all took part in these |
| | <i>Over 30 Regional Project Group meetings</i> | These were organised by the GELLM local authority partners and attended by senior members of the GELLM research team |

² Initials refer to members of staff. See Section 7 for details.

³ This total includes two events (in Somerset and Leicester), arranged outside the grant period, on 12 Sept 06 and 17 Nov 06.

4 Project activities

Research - GELLM phases 1 and 2 - the range of research activities comprised:

For the Gender Profiles

- **Statistical analysis** of an extensive range of official data:
 - *2001 Census of Population* (Standard Tables, Commissioned Tables, SARs)
 - *Annual Business Inquiry*
 - *Labour Force Survey* (Annual Population Survey)
 - *New Earnings Survey/Annual Survey of Hours and Earnings*
 - Data on Educational Attainment (supplied by the *Department for Education and Skills*)
 - Post-16 Destinations re those leaving compulsory education (supplied by *Connexions*)
 - Social Security Benefits data (supplied by the *Department for Work and Pensions*)
 - Childcare statistics (supplied by the *Children's Information Service*)
 - Data on university graduates (supplied by the *Higher Education Statistics Agency*)

For the Local Research Studies

- **Structured questionnaire surveys of** (both postal and electronic surveys were conducted)
 - employees (LRS 1 & LRS 4) (in total 2,204 employees completed GELLM survey questionnaires)
 - employers (LRS 1 & LRS 6) (in total 110 employers / managers completed GELLM surveys)
- **Face-to-face interviews with** (these included both individual one-to-one interviews and focus group interviews)
 - individual women (LRS 1, LRS 3, LRS 4)
 - women in focus groups (LRS 2, LRS 3, LRS 4, LRS 5)
 - employers/managers (LRS 1, LRS 4, LRS 6) (some of these interviews were carried out by phone)
 - trade union representatives (LRS 1, LRS 4)
 - local key stakeholders (LRS 2, LRS 3, LRS 5, LRS 6)
- **Arts-based workshops** using innovative participatory and observational techniques (LRS 3)
- **Documentary Analysis** – all 6 studies included extensive analysis of documents, reports, plans and other materials supplied by local authorities and other local agencies)
- **Statistical Analysis** – using the same range of data sources as for the Gender Profiles

Dissemination and Gender Mainstreaming - GELLM phase 3

The third phase of the project was the main report-writing and dissemination phase, and included the gender mainstreaming activity. This took on particular significance after it became clear that the *Equality Act 2006* would include a statutory obligation on public sector bodies to promote gender equality in their policies and mode of operation from April 2007. The Phase 3 GELLM work was used to support the GELLM partners in preparing for the implementation of this new legislation.

- The Local Research Studies were first analysed and written up as a series of individual 'Locality Reports' (approx. 20pp in length). 32 *Locality Reports* were published in spring-summer 2006.
- A series of 6 *Synthesis Reports* were produced for each Local Research Study, comparing the findings for the 4-6 different localities in which that study had been carried out (each approx. 40pp in length).
- *Dissemination Events* were held in 10 of the 11 authorities participating in this part of the GELLM programme between April and June 2006. One further event was held in September 2006, and the final one is scheduled for November 2006.
- The Gender Mainstreaming activities included meetings with senior local authority staff, workshops with other local authority staff and external partners, and participation by regional bodies, voluntary sector agencies, employers and trade unions.
- A special event for trade unions was hosted at the TUC in June 2005. Three presentations - *Gender, employment & ethnicity* (S Yeandle); *Labour market trends: a gender analysis* (K Escott); and *Low Pay and Part-Time Work: why do women work below their potential?* (L Grant) - were discussed by delegates from a wide range of different trade unions.

5 Project output

GELLM reports and dissemination events

The publications produced by the GELLM research team as part of the GELLM partnership 2003-2006⁴ are listed below. They have been published by Sheffield Hallam University as 7 Series of reports. These reports are also available electronically as *pdf* files. The Series 1 reports arise from the GELLM statistical work (the *Gender Profiles*) conducted in phase 1 of the project (2003-5). The Series 2 - Series 7 reports relate to the *6 Local Research Studies* carried out in Phase 2 (2004-6). The authorship of each report is indicated below. Each report includes a note of the contributions made by other members of the research team and, where appropriate, by partners and others linked to the GELLM project. All reports were edited by Sue Yeandle.

| Ref. | Report Title | Report Authors |
|-----------------|--|----------------------------------|
| Series 1 | | |
| Part 1 | Gender Profile of Somerset's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 2 | Gender Profile of Sandwell's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 3 | Gender Profile of Newcastle's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 4 | Gender Profile of Wakefield's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 5 | Gender Profile of Camden's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 6 | Gender Profile of Leicester's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 7 | Gender Profile of Thurrock's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 8 | Gender Profile of West Sussex's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 9 | Gender Profile of East Staffordshire's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 10 | Gender Profile of Birmingham's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Part 11 | Gender Profile of Southwark's Labour Market | L. Buckner, G. Poole, S. Yeandle |
| Part 12 | Gender Profile of Trafford's Labour Market | L. Buckner, N. Tang, S. Yeandle |
| Series 2 | | |
| Part 1 | Working below potential: Women and part-time work - Synthesis report | L. Grant, S. Yeandle, L. Buckner |
| Part 2 | Working Below Potential: Women and part-time work in Wakefield | L. Grant, S. Yeandle, L. Buckner |
| Part 3 | Working Below Potential: Women and part-time work in West Sussex | L. Grant, S. Yeandle, L. Buckner |
| Part 4 | Working Below Potential: Women and part-time work in Thurrock | L. Grant, S. Yeandle, L. Buckner |
| Part 5 | Working Below Potential: Women and part-time work in Leicester | L. Grant, S. Yeandle, L. Buckner |
| Part 6 | Working Below Potential: Women and part-time work in Camden | L. Grant, S. Yeandle, L. Buckner |
| Part 7 | Working Below Potential: how trade union representatives view women and part-time work | L. Grant and C. Price |
| Series 3 | | |
| Part 1 | Connecting women with the labour market - Synthesis report | L. Grant, L. Buckner |
| Part 2 | Connecting women with the labour market in Sandwell | L. Grant, C. Price, L. Buckner |
| Part 3 | Connecting women with the labour market in Birmingham | L. Grant, C. Price, L. Buckner |
| Part 4 | Connecting women with the labour market in Wakefield | L. Grant, C. Price, L. Buckner |
| Part 5 | Connecting women with the labour market in Thurrock | L. Grant, C. Price, L. Buckner |
| Part 6 | Connecting women with the labour market in Camden | L. Grant, C. Price, L. Buckner |

⁴ All publications listed here were produced as part of the ESF-funded GELLM project within the grant period September 2003 – August 2006. This list does not include papers and presentations presented to academic audiences by members of the research team, which are listed separately on pages 12-13 of this report. Other academic output will be forthcoming from autumn 2006 onwards, and will be listed on the following websites as it becomes available: www.shu.ac.uk/csi/research and www.leeds.ac.uk/research.htm.

| Ref. | Report Title | Report Authors |
|-----------------|---|---|
| Series 4 | | |
| Part 1 | Ethnic minority women and access to the labour market - Synthesis report | S. Yeandle, B. Stiell, L. Buckner |
| Part 2 | Ethnic minority women and access to the labour market in Newcastle | B. Stiell, N. Tang |
| Part 3 | Ethnic minority women and access to the labour market in Somerset | B. Stiell, N. Tang |
| Part 4 | Ethnic minority women and access to the labour market in Leicester | B. Stiell, N. Tang |
| Part 5 | Ethnic minority women and access to the labour market in Southwark | B. Stiell, N. Tang |
| Part 6 | Ethnic minority women and access to the labour market in Camden | B. Stiell, N. Tang |
| Series 5 | | |
| Part 1 | Women's career development in the local authority sector - Synthesis report | C. Bennett, N. Tang, S. Yeandle |
| Part 2 | Women's career development in Sandwell MBC | C. Bennett, N. Tang, S. Yeandle |
| Part 3 | Women's career development in Wakefield MDC | C. Bennett, N. Tang, S. Yeandle |
| Part 4 | Women's career development in Leicester City Council | C. Bennett, N. Tang, S. Yeandle |
| Part 5 | Women's career development in the London Borough of Southwark | C. Bennett, N. Tang, S. Yeandle |
| Series 6 | | |
| Part 1 | Addressing women's poverty: local labour market initiatives - Synthesis report | K. Escott, L. Buckner |
| Part 2 | Addressing women's poverty in Birmingham: local labour market initiatives | K. Escott, C. Price, L. Buckner |
| Part 3 | Addressing women's poverty in West Sussex: local labour market initiatives | K. Escott, C. Price, L. Buckner |
| Part 4 | Addressing women's poverty in Newcastle: local labour market initiatives | K. Escott, C. Price, L. Buckner |
| Part 5 | Addressing women's poverty in Somerset: local labour market initiatives | K. Escott, C. Price, L. Buckner |
| Part 6 | Addressing women's poverty in East Staffordshire: local labour market initiatives | K. Escott, C. Price, L. Buckner |
| Part 7 | Addressing women's poverty in Southwark: local labour market initiatives | K. Escott, C. Price, L. Buckner, L. Shipton |
| Series 7 | | |
| Part 1 | Local challenges in meeting demand for domiciliary care - Synthesis report | S. Yeandle, L. Shipton, L. Buckner |
| Part 2 | Local challenges in meeting demand for domiciliary care in Sandwell | S. Yeandle, L. Shipton, L. Buckner |
| Part 3 | Local challenges in meeting demand for domiciliary care in Birmingham | S. Yeandle, L. Shipton, L. Buckner |
| Part 4 | Local challenges in meeting demand for domiciliary care in West Sussex | S. Yeandle, L. Shipton, L. Buckner |
| Part 5 | Local challenges in meeting demand for domiciliary care in Newcastle | S. Yeandle, L. Shipton, L. Buckner |
| Part 6 | Local challenges in meeting demand for domiciliary care in Thurrock | S. Yeandle, L. Shipton, L. Buckner |
| Part 7 | Local challenges in meeting demand for domiciliary care in Somerset | S. Yeandle, L. Shipton, L. Buckner |

GELLM conference papers/presentations at external events

These were delivered at various points throughout the lifetime of the project, to raise awareness of the findings among academics, policy-makers and other relevant parties.

| DATE | EVENT and ORGANISATION | TITLE and SPEAKERS/PARTICIPANTS |
|-------------|--|--|
| June 2004 | <i>OECD Thematic Review Of Family Friendly Policies</i> , DTI, London | Participant (S Yeandle – guest expert) |
| July 2004 | <i>Anglo-German Foundation</i> , Berlin: <i>Work-life Balance Conference - Britain and Germany Compared</i> | Participant (L Grant - guest expert) |
| Sep 2004 | <i>Work Employment and Society Conference</i> , UMIST, Manchester | <i>Low paid, part-time work: the under-utilisation of women's potential</i> (L Grant and K Escott) |
| Sep 2004 | <i>Work Employment and Society Conference</i> , UMIST, Manchester. | <i>Women & Labour Markets: a new approach to profiling statistical data on gender and employment</i> (S Yeandle and L Buckner) |
| Mar 2005 | <i>British Sociological Association Annual Conference</i> , University of York | <i>Gender, Ethnicity & Caring: the relationship with employment in England</i> (N Tang and L Buckner) |
| Apr 2005 | <i>Gender Research Forum</i> , University of Teesside | <i>Researching Gender in Local Labour Markets</i> (S Yeandle – guest speaker) |
| Apr 2005 | LARIA (<i>Local Authority Research and Intelligence Association</i>) Conference, Keele University | <i>Gender & Employment in Local Labour Markets: new approaches to gender profiling local authority labour markets</i> (L Buckner and C Gardiner) |
| May 2005 | <i>Critical Perspectives on Career and Family Friendly Policies</i> ESRC Seminar Series, University of Sheffield | <i>Promoting family friendly careers: a step towards organisational transformation</i> (C Bennett – guest speaker) |
| June 2005 | <i>Gender Work and Organisation Conference</i> , Keele University | <i>Gender and employment of the Chinese population in England</i> (N Tang and L Buckner) |
| June 2005 | <i>Regional Skills Partnership in a Global Economy Conference</i> , ESRC/Assoc. of Regional Observatories, Tewkesbury, Glos. | <i>Skills in a Diverse & Ageing Society - future workforce issues</i> (S Yeandle – guest speaker) |
| June 2005 | <i>Social Policy Association Annual Conference</i> , University of Bath | <i>Part-Time Employment and Women's Welfare: results from a new analysis of why women take part-time jobs</i> (L Grant and S Yeandle) |
| June 2005 | <i>Women at Work: Tackling Barriers to Equality Conference</i> , EOC/Capital - London | <i>Using Gender Profiling to Understand how Men & Women Participate in Local Labour Markets</i> (S Yeandle - guest speaker) |
| July 2005 | <i>2001 Census SARs User Group</i> , Royal Statistical Society | <i>Using the 2001 Census Microdata for Evidence-Based Policy making: a case study analysis of local labour markets</i> (C Gardiner and L Buckner) |
| Sept 2005 | <i>EOC Research Seminar: Black and Minority Ethnic Women</i> , EOC Manchester | <i>Labour market engagement of women from Black and Minority Ethnic groups: what does the 2001 Census tell us?</i> (L Buckner- guest speaker) |
| Oct 2005 | <i>Equality Seminar: Equality, Social Exclusion and Class</i> , Equality and Diversity Forum. London | <i>Unlocking the Potential Contribution of All</i> (S Yeandle – guest speaker) |
| Oct 2005 | <i>UK ESF Presidency Conference</i> , Manchester G-Mex Centre | <i>Gender and Employment in Local Labour Markets</i> (S Yeandle – guest speaker) |
| Nov 2005 | <i>Regional Studies Association Annual Conference</i> , London | <i>Women and Labour Markets: building gender analysis into the regional competitiveness agenda</i> (K Escott and L Buckner) |
| Jan 2006 | <i>The Transformation of Work: gendering future work trends</i> EOC Expert Seminar, Institute of Directors, London | Participant (S Yeandle – guest expert) |
| May 2006 | <i>International Conference on Work Life Balance</i> , Liverpool John Moores University | <i>Changing Working Lives: work, life and equalities in the 21st Century</i> (S Yeandle – keynote speaker) |

| DATE | EVENT and ORGANISATION | TITLE and SPEAKERS/PARTICIPANTS |
|-----------|--|---|
| June 06 | <i>Good Practice Seminar on the public sector duty to promote gender equality</i> , Local Government Information Unit, London | <i>Implementing the New Duties – mainstreaming gender</i> (S Yeandle – guest speaker) |
| July 06 | <i>Social Policy Association Annual Conference - The State of Welfare: past present, future</i> , University of Birmingham | <i>The changing face of domiciliary care: job design, job content and employers' experiences</i> (S Yeandle and L Shipton) |
| July 2006 | <i>ESRC Research Methods Festival</i> , University of Oxford | <i>Locality Matters: the role of local labour market data in understanding & addressing gender and employment issues</i> (S Yeandle - guest speaker) |
| July 2006 | <i>International Sociological Association – World Congress 2006</i> , Durban International Conf. Centre, S Africa | <i>Older women workers in the workplace: evidence from new research on gender and local labour markets</i> (S Yeandle and L Buckner) |
| Sept 2006 | <i>Gender Relations in the Labour Market and the Welfare State. European Sociological Association, interim conference</i> , Lisbon, Portugal (attendance funded by the Univ. of Leeds) | <i>Local Labour Markets and the Gender Pay Gap: new evidence from the GELLM Programme on factors constraining progress towards pay equality in England.</i> (S Yeandle) |

Other GELLM Publications

In 2006, the journal *Local Economy* commissioned and published a collection of short articles. These were published as ***Supporting Women's Engagement with their Local Economies***, edited by Sue Yeandle. The contributed articles are entitled:

- ***Women outside paid employment: getting to grips with local labour markets***
Linda Grant, Lisa Buckner, Gerard Poole and Christopher Price
- ***Mainstreaming Women's Enterprise: Yorkshire Forward's approach***
Cinnamon Bennett and Mike Chadwick
- ***Tackling Gender Inequality: linking research to policy making and mainstreaming***
Karen Escott and Surinder Punn
- ***Building policy/research relationships: using innovative methodologies to engage ethnic minority women***
Bernadette Stiell, Ning Tang, Cinnamon Bennett and Christopher Price

Future publication plans

There will be further academic output from the research team arising from the GELLM Research Programme. A number of academic journal articles are in preparation, and the director will be approaching publishers about plans for a book later in the year. Since the official end of the GELLM Research Programme, presentations about the GELLM research findings have also been presented at the *Labour Party Conference* on September 26th 2006 (UNISON Fringe Meeting) and at Napier University (September 28th 2006) (Guest Seminar, *Employment Research Institute*) by Sue Yeandle.

Other future commitments include guest seminars at the University of Bristol (May 2007) and at the University of Kent (spring 2007). An ESRC-supported Seminar Series, using funds awarded to Cinnamon Bennett and Bernadette Stiell, will provide further opportunities to debate the GELLM research findings at 5 meetings to be held at Sheffield Hallam, Nottingham Trent and Manchester Universities in 2006-7.

6 Project impact

Impact on policy at the national level

The GELLM Research Programme engaged with national policy-making in a wide variety of ways. Particularly notable contributions include:

- Evidence used in the **EOC's Briefing on women and work for the Chancellor of the Exchequer**, November 2004.
- Written response to the **Women and Work Commission's consultation** and call for evidence in 2005. The TUC also used GELLM findings in its own response.
- GELLM research evidence cited in the **Women and Work Commission official report "Shaping a Fairer Future"**, spring 2006.
- GELLM data used extensively in the **EOC's General Formal Investigation (GFI) on Part-time and Flexible Working**, 2004-5.
- GELLM data used extensively in the **EOC's GFI on Black and Minority Ethnic Women and the Labour Market**, 2005-6.
- GELLM research cited in the **Government Action Plan implementing the Women and Work Commission recommendations** (DCLG), September 2006.
- The TUC used the GELLM findings throughout the 3 years in supporting the work of the **TUC Executive Committee**, the **TUC General Council** and the **TUC Women's Committee**, especially in relation to their work on equal pay, part-time work and women's employment.
- **Oxfam's UK Poverty Programme** is also using the findings in the **Regender project**, and is proposing to use GELLM evidence in a pamphlet being produced in conjunction with **Renew and New Start**.

The **GELLM Final National Conference** took place in the TUC's Congress House Conference Centre, was attended by 320 delegates, and achieved high profile in the media (see below). The event was chaired by **Rita Donaghy** (Chair of ACAS), and attended by 320 delegates. **Keynote speakers** included:

- **Baroness Andrews** (Minister of State at the Dept for Local Government and Communities)
- **Frances O'Grady** (Deputy General Secretary of the TUC)
- **Baroness Prosser** (Chair of the Women and Work Commission)
- **Jenny Watson** (Chair of the Equal Opportunities Commission)

Professor Sue Yeandle outlined the key findings and policy messages from the GELLM research programme in her speech. The conference included **exhibitions by the GELLM partner local authorities**, highlighting the impact of the research on their policy and practice, and **10 workshop sessions**, addressing relevant themes. The workshops provided a platform for a **further 21 speakers**, including representatives of statutory and voluntary sector agencies, academics and other experts in relevant fields.

Phase 3 of GELLM was used to explore with the GELLM partners ways of preparing for effective implementation of the **Public Sector Duty to Promote Gender Equality** under the *Equality Act 2006*. In addition, a number of contributions based on the GELLM project addressing this topic were made to other conferences (see above).

Impact on policy at the local and regional level

Regional Project Groups

GELLM Regional Project Groups (RPG) were set up by each participating local authority as they joined the project. These groups were drawn from local and regional agencies, and in most cases included representatives of:

- Trade unions
- Employers (or employer organisations)
- Local voluntary organisations
- Learning and Skills Councils/Sector Skills Councils
- Regional Development Agencies
- Job Centre Plus
- Education and training organisations

In some cases, GELLM RPGs were organised as part of, or in conjunction with, Local Strategic Partnership meetings. In most localities, the RPGs met three times, participating in planning the research and its dissemination, raising local awareness of the research and the issues it was addressing, and heightening the team's capacity to ensure that the research output engaged actively with current policy issues. RPG members were invited to attend the dissemination events, and many did so. Some also attended and contributed to the final London Conference.

Dissemination Events

The GELLM dissemination strategy had the following elements:

- Local dissemination of the Gender Profiles (11 events)
- Local dissemination of the Locality Reports (11 events)
- Gender Mainstreaming activity (local, regional and trade union events)
- Published reports (sent to all University libraries in the UK)
- Web-based dissemination – all reports available electronically
- Presentation of research findings at other seminars/ conferences (see pp 13-14)
- Final London Conference (see separate report)

Action planning

The GELLM partners, both national and local, took responsibility for ensuring that research findings were highlighted in policy implementation and strategic planning processes. In some cases this included running 'action-planning workshops' focused on GELLM findings; these were attended by members of the GELLM research team who gave presentations, supported the discussion of policy recommendations, and assisted in identifying strategic issues. The TUC requested an additional short report (*Working Below Potential: how trade union representatives view women and part-time work*) and used this, together with other GELLM materials, in high-level strategic planning within the TUC (see above). In most cases, formal written action plans drawing on the GELLM findings were drawn up within the each organisation. These were often related to existing, internal policy agendas, for example in work associated with Corporate Performance Assessment (CPA) and in making progress in the Equality Standard for Local Government.

Partners' views about the GELLM Research Programme

The TUC

"The TUC has been proud to be involved in the GELLM project – the result is ground-breaking, agenda-setting research. (It has produced) a treasure trove of information that ought to act as a wake-up call for government, employers and – yes – trade unions too. We ignore its findings at our peril."

Frances O'Grady, Deputy General Secretary, **TUC**

"The TUC has used the findings of the GELLM research throughout the three year project, particularly in its work on equal pay, part-time work and women's employment. We have got a lot out of this work – which has been very timely because of the Women and Work Commission, and the new public sector duty on promoting gender equality."

Rebecca Gill, **TUC**

The Equal Opportunities Commission

"A very well organised, enjoyable and stimulating conference. Congratulations also on such a superb output from the programme of work - I am amazed at the volume of reports you have produced. I hope your local authority partners are very pleased by all the work."

Dr David Perfect, Research Manager, **Equal Opportunities Commission**

Local Authority partners

"This research plays into the policy environment on worklessness at just the right time. It provides an impressive evidence base which will help us give active labour market policy the priority it deserves."

Paul Rubinstein, Assistant Chief Executive, **Newcastle City Council**

"The best collaboration with any organisation I have been involved in. West Sussex County Council and its partners are applying the research from the GELLM project in several key areas: HR policy; economic regeneration; and home care. "

Paul McGloin, Deputy Head of Commissioning and Performance Development,
Social and Caring Services, **West Sussex County Council**

"The GELLM reports present the opportunity to define West Sussex County Council's aims and approach to gender equality. Our approach should link service delivery and employment / labour market issues. Accurate local information will enable us to target actions to areas of most need, and highlight where we can work with partners to best effect. This will inform our approach to equality and customers across the organisation."

Extract from an internal **West Sussex County Council** document

"The biggest impact from GELLM has been to stimulate local debate on gender issues. The Local Research Studies gave a platform for the voices of women to be heard – voices which to some extent have been excluded because of a perception that gender is 'not an issue'. The research is being used within the Council's Regeneration Service: in transport, by recognising that the finely balanced patterns of childcare that many women have need to be borne in mind in thinking on modal shift and parking policies; in access to employment, as a result of the GELLM study, we will be commissioning work to support women from Black and Minority Ethnic groups in Inner Wakefield, and young women in disadvantaged areas; in skills, the GELLM study will inform our efforts to make skills and employment programmes more responsive to the needs of local women. "

Celia Sweeney, **Wakefield Metropolitan District Council**

“We have greatly appreciated the opportunity this project has afforded the County Council and the County of Somerset. The GELLM Project has delivered some extremely well researched and robust data. The reports provide some clear practical recommendations for the authority and our Strategic Partnership, and will help us towards delivery of our Gender Equality Duty ahead of time.”

Alan Jones, Chief Executive, **Somerset County Council**

“We have used the GELLM research extensively – in putting together the evidence base for the East Midlands Regional Economic Strategy, for the Leicester Local Area Agreement (on Economic Development and Enterprise), for the bid for Local Enterprise Growth Initiative (LEGI) funding, for the update of the Leicestershire Economic Baseline Study, in the preparation of the Leicestershire Sub-regional Investment Plan, in the evidence for our New Growth Point proposal to Government, in the Neighbourhood Renewal Fund Floor Target Action Plan, in the proposals for additional ESOL funding and the specification for the Building Schools for the Future PFI contract, and in the new Demographics of Leicester booklet backing up our Community Cohesion Beacon Status. The LEGI bid contains specific GELLM-based action plans, especially in relation to LRS1 and LRS3.”

Guy Wisbey, Team Leader (Regeneration Policy) **Leicester City Council**

Academic advisers

“This is a very grand project, in its empirical design, its scope for policy and its potential impact on the related body of academic knowledge. It seeks to heighten our understanding of the dynamics of gendered labour market structures at a local level by drawing together a wealth of quantitative and qualitative data collected from primary and secondary sources. It contains numerous potential reference points with the existing academic literature, both national and international. Its implications for policy are similarly ambitious and, by potentially signalling a role for local labour market institutions and pinpointing the significance of inter-locality differences, ought both to establish important benchmarks for women’s position in the UK labour market and to set out new tools for combating women’s disadvantage. Overall, this is an important and very valuable research project.”

Professor Damian Grimshaw, University of Manchester, external academic adviser to the GELLM project

“The GELLM project has been an amazing research journey, and a model of partnership working, with innovative use of funding, really readable research reports, and engagement at the grass roots. It has made strong economic as well as social and egalitarian arguments.”

Professor Irene Hardill, Nottingham Trent University, external academic adviser to the GELLM project

“GELLM (has been) a real success in providing a local contextualised study of women's position in different types of local labour market - this type of information has been missing in much previous research.”

Professor Ed Fieldhouse, University of Manchester, external academic adviser to the GELLM project

Media interest in the research

All the GELLM research reports were press released by Sheffield Hallam University and/or the GELLM partner agencies as they were released, usually at the time of the relevant dissemination event. There was considerable media interest in the study, particularly at the time of the Final National Conference in July 2006, when the 6 Synthesis Reports were first released. Senior members of the research team gave numerous radio and press interviews, and the Director was featured on national TV news discussing the GELLM findings in both 2005 and 2006:

- *BBC National TV*
 - *BBC 6 O'clock News Sept 2005*
 - *BBC Breakfast 10 July 2006*
 - *BBC One o'clock News 10 July 06*
 - *BBC News Online w/c 10 July 2006*

- *BBC and other Local Radio*
 - *Radio Newcastle Nov 2004*
 - *Real Radio Sep 2005*
 - *BBC Home Counties Drive Time Programme 10 July 2006*
 - *Kismet Radio 12 July 2006*
 - *Sunrise Radio 12 July 2006*

- *National newspapers*
 - *Financial Times 22 June 2006*
 - *Daily Telegraph 15 September 2005*
 - *Guardian 12 July 2006*
 - *Sun (Anila Baig column) 12 July 2006*
 - *Independent on Sunday 16 July 2006*

- *Regional and other press*
 - *Sheffield Star 15 September 2005*
 - *Leicester Mercury 12 March 2005*
 - *Opportunity Now magazine Spring 2005*
 - *Local Government Chronicle 10 July 2006*
 - *Innovations Report July 2006*
 - *Management Issues 11 July 2006*
 - *Connecting Industry 12 July 2006*
 - *Human Resources Magazine 13 July 2006*
 - *Everywoman magazine 10 July 2006*
 - *The Big Issue in the North 17 July 2006*

Project evaluation arrangements

At the start of the project, three external academic advisers, **Professor Ed Fieldhouse** (Manchester University), **Professor Damian Grimshaw** (UMIST, later Manchester University) and **Professor Irene Hardill** (Nottingham Trent University) were appointed to support and advise the GELLM team. These advisers regularly attended the GELLM National Advisory Group Meetings, sent written comments and advice to the research team at key points throughout the project, and were all present at the GELLM Final National Conference. As part of their role, the advisers will produce a joint report, in autumn 2006, on the GELLM Research Programme. This will comment on its operation, achievements, partnership arrangements and impact - on policy-making at the local and other levels; on its value as a contribution to the research literature on gender and employment; and on other relevant matters.

7 Staffing and Project Management

Staffing

Four senior members of the team were involved in the preparation of the research funding proposal and remained involved throughout the project:

- **Professor Sue Yeandle** (Director); **Dr Lisa Buckner**; **Karen Escott**; **Dr Linda Grant**

Further appointments were made to complete the team after funding was confirmed:

- Spring 2004: **Anu Suokas** joined the senior team and additional researchers - **Dr Ning Tang** and **Dr Pamela Fisher** were appointed. **Ian Chesters** was appointed as project administrator.
- Autumn 2004: **Dr Cinnamon Bennett** joined the senior staff; Dr Fisher left the team.
- 2005: **Bernadette Stiell** joined the senior team (Jan) and **Lucy Shipton** (Jan) and - **Christopher Price** (June) joined the research staff. (Anu Suokas left the team in autumn 2005.)

Roles of team members

The GELLM research programme was conceived and directed by Professor Sue Yeandle. Ian Chesters was the GELLM project administrator from spring 2004 until its completion, with responsibility for ensuring effective communication with partners, financial record-keeping, recording team meetings, organising events, meetings and travel and otherwise supporting the director and team.

The statistical work, including the identification of sources, the data analysis and the data presentation for both the Gender Profiles and for the Local Research Studies, was led, throughout, by Dr Lisa Buckner.

Dr Linda Grant led Local Research Studies 1 and 2; Bernadette Stiell led Local Research Study 3⁵; Dr Cinnamon Bennett led Local Research Study 4; Karen Escott led Local Research Study 5. Anu Suokas set up Local Research Study 6 and Sue Yeandle led the analysis and writing up of this study. These staff also played the lead role in analysing and writing up these studies.

Skilled research support including face-to-face interviewing, documentary analysis, focus groups, telephone interviews, survey work, and analysis of all these forms of research, was provided by Dr Ning Tang, Lucy Shipton, Christopher Price, Ryan Powell and Pamela Fisher.

Lead responsibility for liaison on research matters with partners was allocated as follows: Sue Yeandle (EOC, TUC, Somerset, Thurrock); Karen Escott (Birmingham, East Staffordshire and Sandwell); Linda Grant (Leicester, Trafford and Wakefield); Anu Suokas (Newcastle – later Bernadette Stiell - and West Sussex – later Cinnamon Bennett); Camden and Southwark (Cinnamon Bennett).

The Gender Mainstreaming work was carried out by Sue Yeandle, Karen Escott and Cinnamon Bennett.

Project management

Team management

This was the responsibility of Sue Yeandle who chaired fortnightly team meetings throughout the project. The lead researcher for each Local Research Study was responsible for the day-to-day management of the research team delivering each study and for planning that study's implementation.

Research output

Lisa Buckner was responsible for report scheduling, report design, and liaison with printers. Sue Yeandle had responsibility for final editing and quality assurance of all the GELLM output. Sheffield Hallam University's Marketing Department and Press Officer provided support in relation to publication and dissemination activities.

⁵ During its initial development, and in preparing the Synthesis Report, Sue Yeandle undertook this role.

Communication with partners

Regular contact was maintained throughout with partners, through telephone, email and visits. On average, each partner was visited by members of the GELLM team approximately 10-12 times during the project. These visits included: meetings with local authority lead officers to set up and operate the project; attendance at *Regional Project Groups* (see below); research contact including interviews with local authority staff; presentations at the various dissemination events and GELLM workshops, and senior level meetings to establish the contractual arrangements and develop the gender mainstreaming approach. A crucial element in the communication strategy was the series of *National Advisory Group* meetings (see below), attended by the whole GELLM research team, representatives of each partner agency, and the three external academic advisers to the project (see below).

8 Partnership arrangements

Establishing the partnership

The project was conducted in partnership with 12⁶ local authorities (the 'local partners') and two national agencies – the **Equal Opportunities Commission** (EOC) and the **Trade Union Congress** (TUC) (the 'national partners'). Most of the partners had already indicated their 'in principle' willingness to join the project prior to submission of the funding application in summer 2003. Formal agreements were drawn up with these partners as soon as the funding was confirmed, and additional partners were identified, with the aim of ensuring that the project would include at least one local partner in each of the English regions. The local partners were:

- ***Birmingham City Council***
- ***The London Borough of Camden***
- ***East Staffordshire Borough Council***
- ***Leicester City Council***
- ***Newcastle City Council***
- ***Sandwell Metropolitan Borough Council***
- ***Somerset County Council***
- ***The London Borough of Southwark***
- ***Thurrock Council***
- ***Trafford Metropolitan Borough Council***
- ***Wakefield Metropolitan District Council***
- ***West Sussex County Council.***

Each partner agreed arrangements about match funding, and signed a letter of agreement about participation in the project, with Sheffield Hallam University. Initial meetings between senior staff in the partner agencies and the project Director and/or other senior members of the team were held at the partner agencies' premises at this initial stage to clarify roles and responsibilities.

Each partner appointed a 'lead officer/contact' who would be responsible for managing the relationship with the GELLM project team. Subsequently each local partner set up a '*Regional Project Group*' (RPG) comprised of local and regional agencies which had an interest in the GELLM research programme and in using the research findings. In each locality, the RPGs met approximately 3-4 times during the lifetime of the programme.

⁶ A few local partners participated in the project for only part of the project period. The two London Boroughs (Camden and Southwark) both joined part way through the funding period. Trafford Council joined at the outset, but withdrew from the partnership in 2005.

Operating the partnership

Within the GELLM team, responsibility for liaison with each external partner was allocated to a senior member of staff, who kept in regular contact by phone, email and visits. Twice a year, *National Advisory Group* meetings were held in Sheffield and these were also attended by the whole GELLM team and the 3 external academic advisers. These meetings were an important forum for discussion about the aims, activities and outcomes of the programme. They included presentations by members of the GELLM research team and the project partners, general discussion, and feedback and advice from the academic advisers. The Director, supported by the Administrator, kept in regular contact with partners, attending events and meetings, responding to queries, and clarifying key decisions by letter where appropriate.

9 Financial management

The GELLM Research Programme was financed by a core ESF grant of £642,959 administered by HE ESF Ltd at Liverpool John Moores University. This grant was available to cover up to 45% of the total costs of operating the project which, with match funding contributions from partner agencies and Sheffield Hallam University (SHU), were £1,595,643.

Match funding contributions were made in cash and (mainly) in kind, from the GELLM partners – the 12 local authorities who entered into agreements with SHU to participate, the EOC and the TUC. SHU contributed eligible elements of its overhead costs on staff salaries.

As the lead partner, Sheffield Hallam University was responsible for making half-yearly financial claims and ensuring that matching funding contributions from other partners were appropriately evidenced. A range of protocols for ensuring timely, accurate and properly recorded match funding contributions were developed at the start of the project. The GELLM programme administrator provided external agencies with any assistance they required in making these claims.

The largest item of expenditure was staff salaries; staff kept timesheets recording their time commitment as required by ESF rules. Other major items of expenditure included travel and subsistence in delivering the project, and the cost of printing and distributing the research reports.

- The TUC paid most of the costs of running the GELLM Final National Conference, held on July 13 2006.
- The EOC contributed resources linked to a range of specified activities, including a substantial contribution towards the costs of delivering LRS1.
- The local authority partners contributed varying amounts of match funding, in accordance with the agreement made with the GELLM Director about the research outputs they would receive and the local research studies in which they took part. Most LAs had a target figure for match funding of £75,000.

Appendix GELLM Dissemination Activity

Gender Profile Dissemination Events - attended by over 630 people

These events included presentations by GELLM team members on the GELLM programme and on the Gender Profiles, workshop sessions, and presentations by the Local Authority's external partners (employers, trade unions, voluntary sector agencies & regional bodies)

| | | | |
|--------------------|------------------|-------------|------------|
| Birmingham | 25 April 2005 | attended by | 62 people |
| Camden | 25 November 2004 | attended by | 51 people |
| East Staffordshire | 6 December 2004 | attended by | 19 people |
| Leicester | 26 November 2004 | attended by | 79 people |
| Newcastle | 3 November 2004 | attended by | 126 people |
| Sandwell | October 2004 | attended by | 50 people |
| Somerset | October 2004 | attended by | 64 people |
| Southwark | January 2006 | attended by | 52 people |
| Thurrock | 21 October 2004 | attended by | 40 people |
| Wakefield | 8 November 2004 | attended by | 40 people |
| West Sussex | 2 December 2004 | attended by | 49 people |

Local Research Study Dissemination Events - attended by 515 people

These events included presentations by GELLM team members on each of the Local Research Studies and workshop sessions to discuss their policy implications

| | | | |
|--------------------|----------------|-------------|-----------|
| Birmingham | 26 April 2006 | attended by | 51 people |
| Camden | 9 June 2006 | attended by | 20 people |
| East Staffordshire | 12 June 2006 | attended by | 38 people |
| Newcastle | 11 May 2006 | attended by | 96 people |
| Sandwell | 6-7 April 2006 | attended by | 75 people |
| Somerset | 16 June 2006 | attended by | 40 people |
| Somerset | 12 Sept 2006 | attended by | 18 people |
| Southwark | 20 June 2006 | attended by | 15 people |
| Thurrock | 26 June 2006 | attended by | 35 people |
| Wakefield | 28 April 2006 | attended by | 86 people |
| West Sussex | 5 May 2006 | attended by | 41 people |

GELLM Gender Mainstreaming Activities

These events included meetings, presentations by GELLM team members and workshop sessions to discuss the application of the research findings to policy.

9 Meetings with LA Chief Executives/Senior Staff

| | |
|--------------------|------------------|
| Birmingham | 20 December 2005 |
| East Staffordshire | 2 December 2006 |
| Newcastle | 19 January 2006 |
| Sandwell | 14 November 2005 |
| Somerset | 21 December 2005 |
| Southwark | 2 February 2006 |
| Thurrock | 15 December 2005 |
| Wakefield | 26 October 2005 |
| West Sussex | 28 April 2006 |

7 GELLM Gender Mainstreaming Workshops and Action Planning Events

| | |
|--------------------|----------------|
| Birmingham | 7 June 2006 |
| Camden | 24 March 2006 |
| East Staffordshire | 23 May 2006 |
| Newcastle | 11 May 2006 |
| Sandwell | 6-7 April 2006 |
| Southwark | 16 May 2006 |
| Wakefield | 28 April 2006 |

Further Information

Further information about the GELLM Research Programme can be obtained from its Director, Professor Sue Yeandle, or from its Administrator, Ian Chesters (see below for contact details).

The team

In 2006, Sue Yeandle and some members of the GELLM team moved to the *School of Sociology and Social Policy* at the University of Leeds, while at Sheffield Hallam University, the Centre for Social Inclusion became part of the new *Centre for Education Research and Social Inclusion*.

GELLM publications

Publications and reports from the GELLM Research Programme are available on the websites of Sheffield Hallam University and the University of Leeds as follows:

www.shu.ac.uk/research/csi

www.leeds.ac.uk/sociology/research.htm

Many are also available through the websites of the programme's partner agencies. Information about future research publications arising from the GELLM Research Programme will be posted on the two universities' websites as they are produced.

Research Services available from members of the GELLM team

Services continue to be available from research staff who were members of the GELLM team.

Areas of technical expertise include:

- Statistical analysis – employment, labour markets, demography, education, social/welfare policy
- Survey design, implementation and analysis
- Qualitative research – interviews, focus groups, workshops and innovative techniques
- Equalities impact assessments and advice on mainstreaming
- Consultancy, action planning and facilitation services

Areas of research interest include:

- Employment and the labour market
- Equality, diversity and gender issues
- Poverty and social exclusion/inclusion
- Welfare and care policy and systems
- Trade union studies
- Organisational culture and change

| The GELLM research staff can be contacted as indicated below and are happy to help you | |
|--|---|
| At the University of Leeds | At Sheffield Hallam University |
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| The above staff can be also be contacted via: Celia Taylor (Administrator) Email c.p.taylor@leeds.ac.uk Telephone 0113 343 5003 | Lucy Shipton Email l.shipton@shu.ac.uk Telephone 0114 225 6066 |
| | Ian Chesters (Administrator) Email i.chesters@shu.ac.uk Telephone 0114 225 6060 |