

SUBMISSION FROM GLASGOW CITY COUNCIL

Workforce Issues	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • Shift work and its impacts • Lack of part time working in some sectors • Increase in the number of men taking on part-time work • Employers reactions to flexible working requests and comparative public, private and voluntary sector approaches • Impact of public and voluntary sector cuts • The double disadvantage facing disabled women in the labour market 	<ul style="list-style-type: none"> • Employees can apply for posts on a full time or part time basis. Flexible working options are available for all employees not only those covered by the act. • Glasgow City Council monitor applications for flexible working by gender and policy makes it clear that gender isn't a consideration in dealing with requests. For information – 93% of applications by men in 2011/12 were approved.

Occupational Segregation	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • Women clustered in certain types of low status work e.g. caring, cleaning and clerical work • Women taking on part time, low status or low paid work because of caring responsibilities or underemployment • The impact of the glass ceiling and whether it is about more women in the boardroom or career progression more generally • The lack of evidence of measures to tackle gender inequalities e.g. meaningful work experience 	<ul style="list-style-type: none"> • City Building (Glasgow) LLP one of Glasgow City Council's Arms Length Organisations have carried out a 'Female Lone Parents into Construction' initiative which proved highly successful. This allowed single female parents to undertake a specifically designed apprenticeship programme tailored around their childcare responsibilities enabling them to have a career in the construction industry, thus breaking down barriers of women in construction. • Redeployment guidance has been developed with one of the aims being to tackle horizontal occupational segregation and prevent women being clustered in certain types of low status work. • Glasgow City Council has a robust Recruitment and Selection process to ensure that gender based occupational segregation is minimised in the workplace • Glasgow City Council also measure women in top 2 and 5% and have exceeded our targets for past three years.

Childcare	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • The need for widely available, flexible childcare to meet workers shift patterns • Need for the childcare to be free at the point of delivery • The need for sufficient capacity in the workforce 	<p>To assist employees with childcare costs Glasgow City Council offers a childcare voucher scheme. It works by allowing parents to take an amount from their salary (before tax and national insurance deductions) and using it to pay for childcare with a registered childcare provider. This means that they save money by paying less tax and national insurance.</p> <p>Nearly 50% of GCC nurseries now operate in an extended day / extended year model offering more flexibility than has ever previously been possible for working parents</p> <p>20% of our overall nursery places are for children under 3 years old</p>

Women in Business	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • Need for support for women in business to help them start, maintain and grow their own enterprises 	<p>Glasgow Life, one of Glasgow City Council's Arms Length Organisations carried out a pilot initiative for female coaches who may be interested in making coaching a career choice. The programme focussed on developing more active coaches on all levels by creating and undergoing a personal development plan supported by a dedicated mentor and the women engaged in the programme were also offered business mentoring and the opportunity to develop their business, financial, presentation and time management skills.</p>

Managing Unequal pay in Local Authorities	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • How to ensure local authority equal pay obligations are met 	<p>As laid out in our Equal Pay Statement, Glasgow City Council has made a commitment to tackle gender-segregation both horizontally and vertically in occupations across the Council and providing an environment that promotes equality of opportunity by removing incidents of stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training courses and apprenticeships and promoting a healthy work-life balance.</p>

Cross-cutting Issues	
Issues Identified	Examples of good practice on how to overcome these issues
<ul style="list-style-type: none"> • The impact of attitudes, in particular where they create a gap between employers' policies and their implementation • The difficulty of assessing and understanding patterns of male and female employment because of a lack of gender-disaggregated data on employment • How welfare reforms might impact on women and consequently families 	<ul style="list-style-type: none"> • Glasgow City Council internally collate all HR management information by gender and analyse it on a yearly basis

Additional Examples of Good Practice
<p>City Building work closely with Education Services through the 'Determine to Build' programme in schools to promote opportunities in construction to both females and minority groups. This ensures we reach our audience at an early stage. Our training centre Manager has also visited female only schools to introduce them to construction and we also participate in career events and attempt to target under represented groups i.e. females</p>

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