

LONDON GENDER EQUALITY SELF-ASSESSMENT FRAMEWORK

BEST PRACTICES	BASIC 1	2	3	4	HIGH 5
<p>1. Gender Sensitivity/ Awareness</p>	<p>Prior to this workshop, we were not aware that gender disparities existed</p>	<p>We are aware that disparities exist along gender lines, but do not have information regarding the particular dimensions of gender disparities in our community</p>	<p>We gather sex disaggregated data and educate the municipal administration on gender disparities in our community</p>	<p>We are aware of current gender issues, have identified key issues of concern for our city and try to organize training when there is funding</p>	<p>We provide regular training to sensitize our administration to gender issues and ensure allocation of resources for training</p> <p>THE REQUIREMENT FOR STAFF TO MAINSTREAM GENDER EQUALITY IN ALL THE WORK THAT THE DO IS A KEY MESSAGE OF THE INDUCTION COURSE. THEY ARE THEN PROVIDED WITH TOOLS AND GUIDANCE IN ORDER TO ENABLE THEM TO DO THIS (e.g. the equalities framework, equalities toolkit, equality impact assessment guidance)</p>
<p>2. Participation in Electoral Politics</p>	<p>Women are not participating in politics in our community and are excluded from electoral processes, including voting.</p>	<p>Women can vote, but are otherwise unrepresented in politics</p>	<p>We have developed strategies, such as the development of forums, to enable women to have a greater voice in the political arena, as well as be represented in office</p>	<p>We have created a critical mass (defined as 30% of seats) of women elected representatives at all levels and in all departments .</p> <p>36% OF LONDON'S ASSEMBLY ARE WOMEN, 34% OF LONDON'S COUNCILLORS AND 31% OF LONDON'S MEMBERS OF PARLIAMENT</p>	<p>We have achieved gender parity in government (50% of seats in all departments and at all levels are held by women) and we train newly elected officials</p>

<p>3. Employment and Appointments by Local Government</p>	<p>We don't take gender into consideration when making appointments and before this workshop we did not see the need to.</p>	<p>We recognize the importance of gender equality in local government, and though we may consider gender in appointments theoretically, we have no system in place to secure gender equality.</p>	<p>We have women represented at some levels in local government through active hiring, appointment and promotion</p>	<p>We have a critical mass of women (at least 30%) represented in all levels and all departments and provide training for all appointed officials.</p>	<p>We give women preference for appointments and promotions where men and women have equal qualifications and approximately 50% of public appointments are held by women</p> <p>THE MAYOR HAS APPOINTED A POLICY ADVISOR - WOMEN</p> <p>THE PROPORTION OF WOMEN IN THE WORKFORCE AS A WHOLE IS 57%. THE LOWEST PERCENTAGE OF WOMEN STAFF IN ANY DIRECTORATE IS 47% AND THE HIGHEST 72%</p> <p>THE LOWEST PERCENTAGE OF WOMEN STAFF IN ANY SALARY BAND IS 33% (£60-70K) AND THE HIGHEST 70% (£20-30K)</p>
<p>4. Collaboration, Partnerships with Civil Society Organizations & Institutions of Higher Education</p>	<p>We do not collaborate or build partnerships to address gender issues</p>	<p>We recognize the need to build political will for the effective institution of gender initiatives and we inform and educate civil society of our activities and commitments regarding gender equality</p>	<p>We encourage external support in regards to gender equality through public endorsement, advocacy campaigns and other logistical support.</p>	<p>We recognize the need for a two- way dialogue between the public and private sector and consult and coordinate with civil society to address gender issues through formal and informal links</p>	<p>We support autonomous organizations in research and activities related to gender issues from our own financial as well as logistical resources</p> <p>E.G. WOMEN IN LONDON'S ECONOMY RESEARCH, THE ANNUAL STATE OF LONDON'S WOMEN REPORT</p>
<p>5. Establishment of a Gender Policy</p>	<p>We don't consider gender in our local policy</p>	<p>We recognize the need to address gender issues in our municipal legislation and local policy and we consider gender dimensions of policies (i.e. how policies affect women and gender equality)</p>	<p>We have a mandate or chapter of our local policy that addresses some gender issues, though this is not integrated into our local policy</p>	<p>We have a clearly formalized gender policy that guides us in integrating gender into our local policy</p>	<p>We have integrated gender into our local policy, we assess progress, and adapt to changing circumstances to maximize effectiveness</p> <p>WE HAVE AND REPORT ANNUALLY PROGRESS ANNUALLY ON OUR GENDER EQUALITY SCHEME</p>

6. Provide Mentoring for Women Leaders	We do not recognize the need for mentors for women leaders	We recognize the importance of mentors for women leaders and we encourage women to seek mentors	We occasionally organize informal networking functions when funding is available	We have developed a voluntary mentoring system for women leaders and support this system from our own resources WE HAVE A VOLUNTARY MENTORING SCHEME IN PLACE AND A "LEADERS 4 LONDON" PROGRAMME - A DEVELOPMENT PROGRAMME FOR MANAGERS/TEAM LEADERS	We have mandated that all women leaders receive training and mentors to maximize their positions
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<p>7. Gender Budgeting</p>	<p>We do not provide funding for gender initiatives</p>	<p>We have assessed how cuts and changes in the budget affect women</p>	<p>We have dedicated a portion of our own budget to programs that assist women and gender related activities</p>	<p>We aim for capacity building on gender mainstreaming in addition to short-term projects and have increased resource allocation to support the implementation of gender plans and policies</p>	<p>We have created gender balance on governmental bodies dealing with the local budget, ensured that gender is a criteria for our budget formulation and that gender initiatives are being adequately supported</p>
<p>WE CARRY OUT AN ANNUAL BUDGET AND EQUALITIES PROCESS TO ENSURE GENDER IS A CRITERIA FOR OUR BUDGET FORMULATION AND THAT GENDER INITIATIVES ARE BEING ADEQUATELY SUPPORTED.</p>					
<p>8. Economic Inclusion</p>	<p>We have not taken any action to address women's marginalization in the economic sector</p>	<p>We recognize that women are marginalized in the workforce and have assessed the range of men and women's paid and unpaid economic activity to understand existent disparities and discrimination</p>	<p>We monitor and enforce existing labor laws, equal opportunity policies and legislation to attempt to redress disparities and discrimination</p>	<p>We build local policies and partnerships with the private sector to encourage female economic inclusion and address gender disparities (i.e. advocacy campaigns, etc.)</p>	<p>We recognize women's domestic work as an informal contribution to the economy, understand the dimensions of their marginalization in the workforce and we implement new strategies to support their economic inclusion (i.e. microcredit)</p> <p>E.G. THE WOMEN IN LONDON'S ECONOMY PROGRAMME, THE LONDON REGIONAL ACTIONPLAN FOR WOMEN'S ENTERPRISE,, THE DIVERSITY WORKS FOR LONDON INITIATIVE</p>
<p>9. Provide Gender Sensitive Services</p>	<p>We were not aware of the need to provide gender sensitive services in our community before this workshop.</p>	<p>We are aware that men and women have different burdens and affirm the need for gender sensitive services to address the unique circumstances and differences of men and women, though we have not taken any action.</p>	<p>We provide education and advocacy campaigns on the unique needs and circumstances of women to encourage the community and private sector to provide consideration to gender when providing services</p>	<p>We are committed to a community that considers women's unique responsibilities, have created services and policies that address women's domestic burdens and encourage the private sector to do the same</p>	<p>We take an integrated approach towards women's personal and professional lives by providing services that promote work and life balance and we review and refine our approach.</p> <p>E.G. FLEXIBLE WORKING POLICIES, SERVICES PROVIDED BY ICT TO SUPPORT HOME WORKING</p>

<p>10. Access to Equitable Education</p>	<p>We do not have any strategies or policies in place to secure girls' access to primary, secondary and tertiary education</p>	<p>We have legislation in place that secures free and compulsory primary education; however we do not address other safety and social barriers to girl's enrollment and retainment in primary, secondary and tertiary schools</p>	<p>In addition to legislation for equal access to primary education, we also address other social and economic barriers to girl's enrollment and retainment in primary, secondary and tertiary schools</p>	<p>We provide assistance and incentives for girls enrollment and retainment in primary, secondary and tertiary education and encourage enrollment in fields of study typically under-represented by women</p>	<p>We have rigorously redressed gender disparities in different levels of educational institutions and have achieved gender parity in primary and secondary education.</p> <p>PRIMARY AND SECONDARY EDUCATION IS COMPULSORY FOR ALL CHILDREN.</p>
<p>11. Monitoring and Evaluation</p>	<p>We do not monitor and evaluate gender initiatives</p>	<p>We have monitored and evaluated gender mainstreaming once before</p>	<p>We occasionally measure and evaluate our progress in achieving gender equality initiatives and have set up a system to measure our progress and gather sex disaggregated data</p>	<p>We have utilized data and evaluations to develop methods of improvement (i.e. guidelines and checklists) and we enforce the use of these methods</p>	<p>We regularly convene meetings with internal bodies and other cities when possible to assess and evaluate our progress and brainstorm next steps.</p> <p>E.G. INTERNAL OPERATIONAL EQUALITY ACTION PLANS WHICH ARE MONITORED QUARTERLY. HAVE BEEN EXTERNALLY VALIDATED AS ACHIEVING THE TOP LEVEL OF THE EQUALITY STANDARD FOR LOCAL GOVERNMENT. REGULARLY MEET WITH PEERS FROM NATIONAL AND INTERNATIONAL CITIES</p>