

Equality of Opportunity

M2. Does the Integrated Impact Assessment and Addendum Report (NLP/CD/04 & 05) indicate that the Plan will help to advance equality of opportunity between people who share a “protected characteristic” as defined in the Equality Act 2010 and those that do not share it and further the other two aims of the Act? In particular, which policies of the Plan will achieve this?

The National Alliance of Women's Organisations (NAWO) are pleased to be invited to participate in the public examination session for the development of the plan scheduled for January. In preparation for the meeting NAWO has prepared the following statement. See the foot note for information about NAWO¹

Gender Equality National and International Instruments

NAWO seeks full implementation of national instruments, notably the Equalities Act 2010, and international legal instruments for women and girls. We have worked over the last four decades to raise awareness of these instruments, to enable people in the UK to know of their rights and realise their full potential.

NAWO uses the Beijing Declaration and Platform for Action (1995) and the Convention on the Elimination of all Forms of Discrimination Against Women (1979); and more recently the UN Sustainable Development Goals (which have replaced the MDGs) as frameworks throughout its work. Equality between women and men is a matter of human rights and a condition for social justice. It is also a necessary and fundamental prerequisite for equality, development and peace.

We are committed to working with Government to ensure gender is mainstreamed throughout all Government policies, and their implementation. Women make up 51% of the population globally and there is strong evidence to show that achievement of gender equality targets benefits society as a whole around the world. The new London Plan provides an opportunity for the GLA to reinforce the lead it is taking in respect of diversity and inclusion by evidencing its commitment in the presentation of the plan. We would strongly urge reference in the opening section of the London Plan titled Introducing the Plan and in Annex 3 Glossary to the national and international instruments which set the context and standards we are all looking to achieve for gender equality – Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Beijing Platform for Action and the Sustainable Development Goals (SDGs). These are very relevant to building sustainable communities. Governments and public bodies, private sector and civil society and the public have a responsibility to utilise the instruments and translate them into concrete actions to make change happen. The frameworks have led to enormous improvements in women's lives but there is still more to do. Brief summaries of the instruments are in the attached Appendix.

Building Stronger Communities

Building stronger, sustainable communities sits at the core of the Plan. Chapter 1 Planning London's Future (good growth policies) discusses strong and inclusive communities. The inequalities for gender are as prevalent in London as they are elsewhere in the UK. They tend to be more extreme in poorer communities. Building communities must address inequalities that exist for women and girls through accessible services such as health care, transport, education, employment, child care, and IT, to enable women to achieve their

¹ NAWO is an alliance of diverse membership organisations and individuals that champions women's empowerment, underpinned by the values of UN gender equality principles. NAWO's membership varies from very large to very small; from service level and grass roots to international campaigning organisations. It is this membership that gives NAWO its unique and respected position in both UK civil society and policy-making circles, and ensures that NAWO is well-qualified to contribute in a meaningful way to the policy-making process, and to represent the needs and interests of women in a robust and practised manner.

full potential and contribute in order for communities to be sustainable. If health care services for women are easily accessible women are more likely to look after their health. The reverse is likely if they not accessible. Enabling women to be equal participants in building communities and bringing all their talents to the table has to be in the best interest of everyone. We believe there should be an explicit reference to this in the text for GGI page 13. The GLA recognises the need to improve representation of women in Government and business, close the gender pay and pension gaps, open up opportunities for young women to study STEM subjects for careers in IT and science, stop domestic violence and online harassment and misogyny. The built environment can have a huge impact on the work that needs to be done for gender equality – 50:50 by 2030. The linkages between the London Plan and the Mayor's Equality, Diversity and Inclusion Strategy need to be referenced.

Equality Impact Assessment

Inclusion and Diversity is at the core of the GLA's operating business framework and its values. Any plan is only as good as the impact it has in delivering its aims and objectives. We are pleased to see that the Equality Impact Assessment is an integrated assessment at a high level across the plan, which makes sense and is consistent with a holistic approach. We also understand there is a separate Integrated Assessment document. Crucially, the Plan needs to address the issue of process, considering proposals and policies from a gender equality/female perspective. Every proposal/policy initiative as a matter of course must include an assessment from a gender equality/female perspective, and the opportunities presented to address gender equality issues. All design panels and teams must have a female input and perspective. We all want to look for creative ways to ensure gender equality happens effectively in practice and forms an integral part of the development/approval process. Homes, work places, leisure must be designed to be reflective of all needs of the community.

This information is essential if the plan is to meet the needs of all Londoners. We believe more work needs to be undertaken to identify particular needs; and how this will be done needs to be referenced in the Plan to ensure it is a non- negotiable standard. We would like to see an explicit reference to this in the first chapter Planning London's Future (good growth policies).

Safety and Security

There is nothing in the Plan as far as we can see about safety and security issues. We are pleased to see the inclusion of women hostel/safe house policy H14 page 185 but more needs to be said about the property being secure and in a safe location with good security. We also believe there should be a reference in Policy GG6 page 22 under safety and security acknowledging that different groups will have different needs to ensure their safety. This is particularly relevant at present given the crime levels in the city. Women and girls of all ages need to feel safe to go out socially and to access services in their community. Transport needs to be designed to ensure an individual's safety moving around London.

Town Centre Development

SD6 Town Centre Development includes a comprehensive list of good development practice to build inclusive community hubs. Referring back to our comments on impact assessments this is where it would have been helpful to see specific reference to development and the issues women face; particularly single parent women. We would like to see a reference to the principles of town centre development and the need to take into account issues which disproportionately affect women - public transport, employment, education, child care. For example the location of child care facilities needs to be taken into account when assessing new employment opportunities and transport. For example, on site crèche facilities should be considered when planning new employment facilities; and transport needs to be planned in such a way that child care and schooling can be easily combined with work.

Finally gender equality will not be achieved without gender budgeting. It will be essential to provide resources within the budget for implementation of the Plan targeted at achieving those initiatives that progress gender equality.

Appendix – Summary of International Legal Instruments

The **Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)**, is an international human rights convention for the promotion of women. The Convention was drafted by the Commission on the Status of Women, a United Nations body, and women's rights activists and NGOs, and was formally adopted in 1979. The Convention draws together in a binding treaty many aspects of women's rights legislation, offering practical commitments and unequivocal targets. States agree to pursue by all appropriate means a policy of eliminating discrimination against women, undertaking to take concrete steps to eliminate discriminatory laws, policies and practices in the national legal framework.

The Beijing Platform for Action, the most progressive blueprint ever for advancing women's rights, adopted at the UN's Fourth World Conference on Women (Beijing, China, 1995), is an agenda for women's empowerment. It aims at removing all the obstacles to women's active participation in all spheres of public and private life through ensuring women a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace, and in the wider national and international communities. There are twelve critical areas identified.²

The Sustainable Development Goals (SDGs) is the most recent global push for human rights by countries, with no one left behind. The DfID are leading for the UK Government on implementation of the SDGs. NAWO was one of the partner organisations working with UKSSD to produce *Measuring Up – How the UK is Performing on the UN Sustainable Development Goals*. NAWO led on SDG 5, a goal dedicated to gender equality. <https://www.ukssd.co.uk/measuringup> The work undertaken across the goals is very relevant to the Plan and building sustainable communities and the GLA has a role to play in their achievement. I would particularly draw your attention to:

Goal 5 - Achieve Gender Equality – achieve gender equality and empower all women and girls. Targets 5.4 provision of public services infrastructure and social protection policies; 5.6 sexual and reproductive health care; 5a access to economic resources and 5c promotion of gender equality and the empowerment of all women and girls at all levels. The overriding aim to achieve gender equality by 2030 should be mainstreamed throughout the Plan

Goal 1 - No Poverty - ending poverty in all its forms everywhere. The need to invest in gender sensitive development strategies to support accelerated investment in poverty eradication actions is a necessity. Austerity has had a greater impact on women and leaves them vulnerable to other risks. Social development must include improving life chances and promoting social mobility.

Goal 3 - Good Health and Well Being. This includes access to quality health care services. Health must be seen to contribute to the core infrastructure of a prosperous and sustainable society – target 3.8. Particular attention should be given to specific health needs of women inherent in the goal.

² Women and poverty, Education and training of women, Women and health, Violence against women, Women and armed conflict, Women and the economy, Women in power and decision-making, Institutional mechanisms for the advancement of women, Human rights of women, Women and the media, Women and the environment, The girl-child.

Goal 4 - Quality Education – ensure inclusive and equitable quality education and promote life long learning and Goal 8 - Decent Work and Economic Growth – promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. These goals are integral to building infrastructures for safe and sustainable communities in which everyone prospers and the inequality issues specific to women and girls are addressed to achieve gender equality by 2030.

Goal 11 - Sustainable Cities and Communities - make cities and human settlements inclusive, safe, resilient and sustainable. This goal has a direct focus on building sustainable communities including 11.1 access to safe and affordable housing and basic services, 11.2 access to safe affordable accessible and sustainable transport systems..... with special attention to the needs of those in vulnerable situations, women, children persons with disabilities and older person, 11.3 enhance inclusive and sustainable urbanisation and capacity for participatory integrated and sustainable human settlement planning and management...11.7 provide universal access to safe inclusive and accessible green and public spaces, in particular for women, and older persons and persons with disabilities.

Goal 16 - Peace Justice and Strong Institutions – promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Target 16.1 significantly reduce all forms of violence and related death rates everywhere. This is particularly relevant to the development of harmonious community living where crime and violence including hate crime are reduced. Eliminating violence against women and girls specifically is inherent in this goal as it is explicit in Goal 5.