



## Bristol Women's Commission

### Delivering an Inclusive Economy Post Covid-19

Bristol Women's Commission Women and Economy Task Group, with the support of the Women in Business Task Group, is proposing evidence-based recommendations to city leaders, employers and key economic decision makers as our contribution to the renewal of the economy post Covid-19. It presents a real opportunity to do things differently and to deliver a local economy which meets the ambition in the One City Plan of a city that is "Fair, Healthy and Sustainable". These proposals will also help Bristol meet its commitment to the UN Sustainable Development Goals as indicated at the end of the report.

*"This is an excellent report with a clear case for doing things differently post Covid-19. A truly inclusive economy must have gender equality at its heart, not only because this is fair and just, but, as the report makes clear, because this will ensure economic growth that will benefit everyone." Cllr Helen Godwin Cabinet Member for Women, Children and Young People. Bristol City Council*

## 1. Introduction

Before the lockdown introduced in response to the Covid-19 pandemic, employers in Bristol used 249,500 workers of whom 45.8% were women<sup>i</sup>. These figures include 34,300 self-employed people (29.4% women) but probably exclude those working on the margins, many women, who also contribute to the economy. If we are to come out of the Covid-19 crisis in a way that fits with our aspirations to be fair, healthy, productive, equal and sustainable we need to ensure that the skills, experience and knowledge of women are appreciated and integral to the renewal and reimagining of Bristol and Bristol's economy.

Covid-19 has exposed and exacerbated the preexisting inequalities in Bristol. It has also demonstrated the value of women's paid and unpaid work in care and other key sectors. A fairer future must involve an understanding of the ways women's work is systematically undervalued and underpaid, and policies need to be put in place to make sure that our contribution is not lost or diminished further.

The UN report 'The impact of Covid-19 on women' talks about the limited gains made in the past decade (globally) at risk of being rolled back. It goes on: 'Women will be the hardest hit by this pandemic, but they will also be the backbone of recovery in communities. Every policy response that recognises this will be the more impactful for it'<sup>ii</sup>. It goes on to state that "Evidence across sectors including

economic planning and emergency response demonstrates unquestioningly that policies that do not consult women or include them in decision-making are simply less effective and can even do harm". There has been a notable absence of women in the UK national response to COVID -19.

Our main message is that the current growth model needs to recognise and broaden the value of women's work and all forms of care if it is to be truly inclusive. Covid-19 has shown the public that under-funding in all forms of care has a dramatic effect on everyone, including business and the economy in general. Of course all workers have been affected by the economic and social shock which has hit us and many of the things we suggest will support all workers, but women, particularly BAME, disabled, older and younger women and single parents, 90% of whom are women, have been most affected<sup>iii</sup> and therefore we have highlighted actions which will most benefit them.

There is a need for specific policies to enable all women to return to work, and also to provide significant Investment in people excluded through a lack of training or childcare or because of caring responsibilities, which predominantly impact women. Such policies will reduce inequalities and support both wellbeing and the economy. A national investment of 2% of GDP in the care economy would create 1.5M jobs, double the number that would result from an equivalent investment in construction. Yet, such investment in social infrastructure is still viewed as a cost by employers and politicians rather than being an investment at least as important as investment in physical infrastructure. Many are challenging this assumption, including the Institute of Fiscal Studies, the Women's Budget Group as well as ourselves. Bristol's recovery plan needs to recognize the damage done by both Covid-19 and 10 years of austerity to essential services, the poorest communities, and the economy as a whole, as well as on women's equality.

## 2. Outline of the Report

The next section provides a summary of our recommendations, separating those addressed to employers and those to key decision makers, which include the West of England Combined Authority, the West of England Local Strategic Partnership, Bristol City Council and the City Plan Strategic Boards.

In section 4 we expand on particular challenges facing women and employers and provide relevant key data along with specific recommendations for action.

The challenges are:

- Childcare
- Adult social care
- Employee health, safety and wellbeing
- Employment of self-employed, freelance and agency workers
- Future labour market

Many of these issues are covered in the Bristol Women and Business Charter which we would encourage businesses to sign.

<https://www.bristolwomeninbusinesscharter.org/>

### 3. Summary of Recommendations

#### For Employers:

1. Give short term support to women who have immediate childcare difficulties either when working from home or returning, such as through workloads, flexible shifts, or leave if requested. None of these should lead to women being disadvantaged in the longer term.
2. Ensure selection for redundancy criteria do not include any time off or difficulties women have experienced due to caring responsibilities.
3. Support women who are caring for or shielding vulnerable adults by agreeing work from home, flexible working or leave if requested. Additional risk assessments should be made to reduce possible exposure and transmission to a person who is shielding.
4. Ensure relevant managers are trained to identify and support women who have experienced domestic abuse, which has increased during lockdown, and consider adopting a specific domestic abuse policy or guidelines, including paid leave for survivors.
5. Ensure that pregnant women have been paid for any time off due to COVID without detriment to their maternity pay and take steps to safeguard pregnant women who are working in higher risk employment, particularly BAME women who are more susceptible to the virus.
6. Assess and address the additional risks to disabled women with self-limiting conditions.
7. Recognise that more employees will be suffering from mental ill-health, and that women and young people are most impacted. Consider signing the Thrive Programme<sup>1</sup> employer pledge.
8. Provide support where appropriate to employees who have suffered the loss of friends and family, particularly those from the communities that have been hardest hit by COVID 19.
9. Consider adopting a policy of supporting women, disabled and BAME participants for all positions including apprenticeships and trainee posts where they are under-represented in the workforce. Ensure positions are advertised widely with targeted recruitment where possible, as well as signposting to and providing additional support.

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<sup>1</sup> <https://www.time-to-change.org.uk/get-involved/get-your-workplace-involved/employer-pledge>

10. Ensure that training is provided in a way that meets the needs of part time staff and those with caring responsibilities.
11. Ensure that moving onto casual or zero hours contracts is not made a condition of retaining or returning to work.
12. Public sector commissioners should ensure that flexible working and requirements to target under- represented groups, including women/BAME led businesses are included in tender requirements. Private sector commissioners should also seek to encourage good practices in diversity in procurement.
13. Apply the same level of flexibility, helpful and caring approach when using non-employee workers who may be from agencies, self-employed or freelance.

### For Key Decision Makers:

1. Recognise the care economy as a vital part of economic renewal and direct investment accordingly, with a particular urgent need in childcare.
2. Consider the wellbeing impact of all investment decisions in the same way as environmental impacts are assessed.
3. Recognise the importance of the arts, leisure and green infrastructure to both people's well-being and the economy when making decisions and ensure support is given to community enterprises which employ, provide volunteering opportunities and provide services for local people.
4. Recognise the importance of self-employed and freelance workers to the economy and ensure they are supported through provision of affordable workspace and investment in sectors reliant upon them.
5. Prior to Covid-19, many who left the care sector joined retail or hospitality. Provide support to retrain in care work and this trend could be reversed.
6. Training should include all age groups and in the care sector should lead to improvements in pay.
7. Targeted help should be provided to help early stage women entrepreneurs.
8. Attach conditions to commissioning and procurement to improve job quality, increase training opportunities and promote equality.

## 4. Context and Data

### 4.1 Childcare

*Covid 19 has exposed and increased the crisis in the provision of childcare in Bristol. In 2019 the City identified affordable childcare as a city-wide priority. It is now even more critical that this issue is addressed. In addition to the recommendations in the report commissioned by the City Office there are actions that could be taken immediately.*

The lockdown shut schools and pre-school childcare providers (except for the children of key workers) and prevented grandparents and other family or friends from providing unpaid care. National research finds that childcare and home schooling resulted in an increase in the hours spent on 'domestic' activities of both men and women, but much more so for women – whether or not one or both was furloughed, whether or not one or both was a key worker and working out of the home, whether or not one or both was working from home, and whether or not one or both had been made redundant or chosen to quit their job<sup>iv</sup>.

The impact on single parent families, 90% of whom are headed by women, has been great. The earnings of single parent headed families fell by more than double the amount experienced by households with children and more than one adult.<sup>v</sup>

More than 50% of single parent families live in poverty and have been hit by a triple impact of being more likely to be furloughed, additional costs due to children being at home and a reduction in maintenance payments.

The return to school is of course welcome but there will be an increase in instances where children are not able to attend school or need to be collected from school at short notice when they display any symptoms which may be related to COVID-19. This will be a problem for employees without additional flexibility from employers.

The lockdown has also exacerbated the prior underfunding of the pre-school childcare sector so that nationally some 25% to 35% of it is now in danger of collapse<sup>vi</sup>. The New Economics Foundation has proposed that national Government establish an emergency childcare infrastructure fund to protect the sector and help parents to return to work<sup>vii</sup>. However, there is little sign of this being taken up by the current Government and in the meantime the Bristol City Plan and Economic Recovery Plan have prioritised childcare as an issue for Bristol.

The pandemic and the government's response to it have shone a bright light on the importance of childcare to enabling women to access paid employment and contribute to the economy. It should also demonstrate to employers the importance of being sensitive to the needs of their employees in terms of flexibility around childcare.

## Key Data

A recent national survey of 20,000 women by the charity Pregnant then Screwed<sup>viii</sup> found:

- **81%** working mothers need access to childcare and only **49%** have enough,
- **15%** of pregnant women either had been, or expected to be, made redundant in the next **6 months**,
- **57%** of these were BAME women
- **46%** said the reason they were made redundant was a lack of childcare.
- **65%** mothers who were furloughed say lack of childcare was the reason
- **72%** mothers have worked fewer hours due to lack of childcare
- **67%** of key workers have had to work fewer hours due to lack of childcare
- **45%** of key workers do not have childcare in place for the summer
- **74%** of self-employed women lost earnings due to lack of access to childcare

Average weekly household earnings fell by £36, from £511 in February to £475 in April 2020. Average weekly earnings for single parent families fell by £73 from £326 to £253 in the same period<sup>ix</sup>

## Childcare: recommendations

### For Employers:

1. Give short term support to women who have immediate childcare difficulties either when working from home or having to return, by agreeing reduced workloads, flexible shifts, or leave if requested. None of these should lead to women being disadvantaged in the longer term.
2. Recognise that there will be additional needs for parents to keep children at home or collect them from school quickly if they display any symptoms or need to shield if there is a case of COVID 19.
3. Ensure selection for redundancy does not include any time off or difficulties women have experienced due to childcare responsibilities.
4. Ensure that moving to casual, temporary or zero hours contracts is not made a condition of retaining or returning to work.

#### For Key decision makers:

1. Invest in the social infrastructure of childcare, diverting infrastructure funds from physical projects if necessary. This is particularly urgent for the childcare sector which is in imminent danger of collapse.
2. Make arrangements for enabling the advanced payment of increased fees for summer childcare which will help both parents and VCSE providers.
3. Ensure training is provided with on-site childcare or in school hours, when schools fully re-open and open to all not just those claiming benefits relating to employment.
4. Consider providing support to those made redundant in retail and hospitality to retrain in childcare to replace those unable to work due to the pandemic restrictions.
5. Training should be targeted at over 55s as well as young people.
6. Ensure training includes up-skilling leading to improvements in pay.
7. Ensure that contracts with and licenses for providers of childcare include requirements on employers as recommended above and that childcare workers are properly paid and not subject to zero hours contracts.

## 4.2 Adult Social Care

Both Covid-19 itself and the rules under lockdown have revealed how under-funded social care services are, not only for older people but also for vulnerable adults, particularly those of working age. These cuts have increased dependence on unpaid carers the majority of whom are women. The care provided by the market is widely accepted to be in danger of collapse and the pandemic has only exacerbated this. If employers wish to harness the economic potential of their female employees, again they will need to be sensitive to their need for flexibility and support.

The need for social care services is increasing both in the short term and the long term because although the life expectancies of both men and women have increased in Bristol, *healthy* life expectancies have not kept pace, especially in the most deprived areas. At the same time more people with disabilities, learning difficulties and special needs are surviving well into adulthood. With appropriate support some can undertake paid employment.

### The paid care workforce

In Bristol there are an estimated 10,500 jobs in social care, over 80% of them working for independent sector providers working in 167 Care Quality Commission regulated services; of these 112 were residential and 55 non-residential services. There is a turnover rate of 30%; recruitment, retention of staff and high vacancy

rates are problems shared across England which will be worsened by Brexit. Many of those leaving the care workforce have moved to the retail and hospitality sectors and are now facing redundancy. Increased investment in care would provide an opportunity to reverse the trend.

### Unpaid carers

Since the onset of Covid-19, the numbers of unpaid carers have increased by 4.5 million in the UK. A higher proportion of them are of working age and 62% are in paid work compared with 48% of pre Covid-19 carers.

This means there are up to 13.6 million people providing unpaid care in the UK today. Three-fifths are women. Altogether in future 7 million (an increase of 2.8 million since the onset of Covid-19) are likely to be juggling paid work with care. They will need social care services to support them and those they are caring for. Recent research reveals the impact not only of cuts in social care and community services, but also the consequences of lockdown and shielding on unpaid carers.

The Association of Adult Social Services (ADASS) has pointed out: “*If you reach the tipping point where there is a crisis and insufficient care, you start pulling unpaid carers from the working population which will impact on the economy. This impacts more on women*”<sup>x</sup>

### **Key Data**

- Bristol has 60,300 older people (13% of the population compared with 18.5% England and Wales)
- Healthy Life expectancy in Bristol is worse than the national average. On average men in Bristol live 18 years in ill health women 22 years.<sup>xi</sup>

#### Paid Workforce :

- 10,500 work in social care; 80% in the independent sector; 78% female; average age 43 but 22% are over 50 and 10% are under 25.
- Turnover rates are high at 30% but no different from the average in England.
- One in seven care workers in Bristol were on zero-hours contracts compared with a quarter in England
- Only 43% of workers providing direct care held any relevant adult care qualification. This is 10% less than for England
- Bristol is more dependent on migrant workers, and in particular on those from the EU, who account for 14% of the care workforce compared with 9% nationally. The consequences of Brexit will make the recruitment of care workers from overseas more difficult from 2021 because care work is low paid requiring low or no qualifications.

#### Unpaid carers:

- 13.6m people in the UK are providing informal care, before Covid 9.1m. Three fifths are women.
- 33% of carers are also responsible for a child under 18, 25% pre Covid.



- 62% of carers are in paid employment , 48% pre Covid<sup>xii</sup>

Research by Carers UK, the Citizen’s Advice Bureau as well as researchers from the universities of Sheffield and, Liverpool and Birmingham, have all reported considerable hardship for unpaid carers.<sup>xiii</sup>

- 70% reported a negative impact on their physical and mental health but carers had more difficulties than non-carers getting through to NHS111 or receiving health care.
- 66% were not able to take time away from caring.
- 55% reported a negative impact on their ability to do paid work.
- Prior to Covid-19, 1in 4 carers in employment were considering giving it up.
- The average age of carers of adults with learning difficulties or special needs is 75 years, with 20% over 80 years. Their difficulties made worse by closures of and cuts in residential and community care.
- Use of food-banks and getting into debt was evidence of great financial stress.
- 18% of BAME people aged over 65 years are not only more likely to be receiving informal care from their children (18%) than a White group(10%) but are also more likely (44%) to be living in the same household compared with (18%) of those from a White group.

## Adult social care: recommendations

### For Employers:

1. Support women who are caring and/or shielding vulnerable adults by agreeing work from home, flexible working, or leave if requested. Additional risk assessments should also be made to reduce possible exposure and transmission to a person who is shielding.
2. Ensure selection for redundancy does not include any time off or difficulties women have experienced due to caring responsibilities.
3. Ensure that moving to casual, temporary or zero hours contracts is not made a condition of retaining or returning to work.

### For Key decision makers:

1. Give priority to Investment in the social infrastructure of adult social care.
2. Aim in the longer term to place care workers with respect to pay, training and career progression on a par with health workers.

3. Consider providing support to those made redundant in retail and hospitality to retrain in care work.
4. Training should be targeted at over 55s as well as young people.
5. Ensure training includes up-skilling leading to improvements in pay, particularly for care workers.
6. Ensure that contracts with and licenses for providers of adult social care include requirements on employers as recommended above and that care workers are properly paid and not subject to zero hours contracts.

### 4.3 Employee Health, safety and wellbeing

National research has also thrown up other significant issues which employers will find when their employees start to return. Domestic abuse has dramatically increased over lockdown. COVID does not cause abuse but has escalated the incidence and closed down routes to safety for women. There has also been a substantial impact on domestic abuse services. Mental ill-health has increased due to isolation, family tensions, money worries for example. Those more susceptible to Covid-19 have concerns about working conditions and safety. Employers will need to be sensitive to these matters if they are to get optimum productivity from their employees.

#### Key Data

- Pregnancy – BAME women who are pregnant are 8 times more likely to be hospitalized with coronavirus than white women.<sup>xiv</sup>
- Disabled women with limiting disabilities are 11 times more likely to die if they contract Coronavirus<sup>xv</sup>
- Calls to domestic abuse helplines have soared – up 700%. Avon and Somerset Police recorded a 22% increase in domestic abuse incidents in March to May 2020.
- 56% employers said that domestic abuse led to absenteeism; only 5% of UK companies have specific Domestic Abuse policies; the cost to the economy in England and Wales in 2016/7 was estimated as £66bn.<sup>xvi</sup>
- Mental ill health has risen during the Covid lockdown and reopening. Women and young people are most impacted<sup>xvii</sup>
- Women were more likely than men to be experiencing some form of depression during the coronavirus pandemic. Almost a quarter of women (23.3%) experienced moderate to severe depressive symptoms during this time. This compared with one in eight (11.9%) before the pandemic.<sup>xvi</sup>

## Employee Health and Well-being; recommendations

### For Employers

1. Undertake training to identify and support women who have experienced domestic abuse and consider adopting a specific domestic abuse policy or guidelines, including paid leave for survivors.
2. Ensure that pregnant women have been paid for any time off due to COVID without detriment to their maternity pay and take steps to safeguard pregnant women who are working in higher risk employment, particularly BAME women who are more susceptible to the virus.
3. Assess and address the additional risks to disabled women with self-limiting conditions
4. Recognise that more employees will be suffering from mental ill, and that women and young people are most impacted. Consider signing the Thrive Programme<sup>2</sup> employer pledge.
5. Provide support where appropriate to employees who have suffered the loss of friends and family, particularly those from the communities that have been hardest hit by COVID 19. They may have lost people in very difficult circumstances without being able to say goodbye or attend funerals in the usual way and this is likely to impact on mental health

### 4.4. Employment of self-employed, freelance, and agency workers

*The necessity of a national lockdown has shed more light than ever before on the hardships faced by the self-employed workforce. Latest data from the Office for National Statistics (ONS) suggests that as of April 2020, 55% of self-employed have experienced a reduction in working hours compared to pre-lockdown levels.*

The ONS estimates for Bristol prior to the lockdown were that some 13.7% of people 'in employment' were classed as self-employed. Of these 29.4% were women (8.8% of all women 'in employment', compared with 17.9% for men). The growth in self-employment in recent years has been almost entirely due to women, either because they chose to, so as to gain more flexibility over their time, or because they are forced to, so as to retain their jobs in 'outsourced' sectors.

Later ONS survey data (April to June 2020) are only available for the UK-wide, they include furloughed workers as employees and are not gender disaggregated. These indicate that the number of self-employed workers still 'in employment' had dropped by 50% compared with data for January to May 2020 (the equivalent number for employees is a 3.3% rise). The data may not be directly transferable to

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2. <https://www.time-to-change.org.uk/get-involved/get-your-workplace-involved/employer-pledge>

Bristol, but it is reasonable to assume that a large proportion of the 10,100 self-employed women (and 24,200 men) will have effectively lost their jobs at least temporarily.

The pandemic, and the economic crisis that is to follow, has exposed the fragile nature of work for many self-employed in the UK. They were among the first to lose their income when the lockdown began and while some of the gaps and loopholes in Chancellor Rishi Sunak's Covid-19 Self-Employment Income Support Scheme have been closed, the scheme is nevertheless not as generous as that for furloughed people in employment. The self-employed workforce is diverse and heterogeneous. Stark income inequality between women and men, compounded by the complexities and ambiguities around employment status, mean that the experiences of those making up the substantial self-employed workforce can differ wildly.

As employers seek to restart operations after lockdown, they need to recognise that those they use as contractors, whether self-employed, freelance or agency workers, will have the same issues around childcare, unpaid adult care, and health and safety as do their direct employees.

Local economic planners also need to recognise the importance of these workers to the economy and to the social well-being of residents, particularly in specific sectors such as social care and the arts, culture and leisure.

#### Key Data

- 13.7% people 'in employment' in Bristol pre-pandemic classed as self-employed by ONS
- 29% of people classed as self-employed in Bristol were women
- 50% of people classed as self-employed nationally effectively lost their employment as a result of the pandemic and lockdown
- Full time self-employed women earn £243 per week compared to £363 per week for men
- Women are 59% of part-time self-employed staff

#### Recommendations: Employment of self-employed, freelance, and agency workers

##### For Employers:

1. Ensure that the same level of flexibility and health and safety is applied to their self-employed, freelance and agency staff as to their direct employees.

#### For Key decision makers:

2. Recognise the importance of self-employed and freelance workers to the economy and ensure they are supported through provision of affordable workspace and investment in sectors reliant upon them.
3. Targeted help should be provided to help early stage women entrepreneurs.

## 4.5 Future Labour Market

*Nationally, research by the Women's Budget Group indicates that investment in care (both adult and child) has the potential to create **2.7 times** as many jobs as equivalent investment in construction; **6.3 times** for women and **10% more** for men<sup>xviii</sup>.*

Economic renewal plans will also need to be sensitive to the changing nature of the labour market, what sectors have scope for growth, and which are likely to shrink at least in the short term. With adequate investment and upskilling/reskilling, there is huge potential growth in both childcare and adult social care; the City Partnership has already prioritized childcare, but central government have not increased support to the sector. National government says it will improve adult social care, though it has not yet said how. At the same time sectors such as arts and theatre, hospitality and retail look set to experience large job losses. All of these sectors affect women more than men and many affect young people in particular.

### Key Data

Women are:

- 69% of low pay earners
- 74% of those in part time employment
- 54% of those on zero hours contracts
- more likely to be in temporary employment
- IFS reports<sup>xix</sup> that the jobs most at risk from Covid-19 related redundancy, especially after job retention scheme is withdrawn, are those employing a majority of women. These include non-food retail, restaurants and hotels, passenger transport, personal services and arts and leisure services. Overall, on the eve of the crisis women were about one third more likely to work in a sector that is now shut down than men: one in six (17% of) female employees were in such sectors, compared to one in seven (13% of) male employees
- In Bristol in 2018 the health and social care sector accounted for the highest proportion (15.7% ) of employees.
- Women are over-represented in Arts and Culture, another industry that is going to suffer large cuts. Women are 66% of permanent staff and 60% of staff who are contractors in the Arts Council National Portfolio Organisations

- 77% of healthcare workers and 83% of social care workers are women. 16% of care workers are migrants. Many of those coming from outside the EU have no recourse to public funds or to the NHS. 50% of frontline social care workers are on zero hours contracts.
- Temporary or casual contracts are disproportionately filled by women and BAME workers. Higher education is second only to hospitality in using casual contracts (twice the level of zero hours contracts than other employment).
- Women work in 77% of the jobs not entitled to SSP.
- 50% of single parent families live in poverty. These families, 90% of whom are women, have lost on average £73 from their weekly income while households with children and more than one adult have lost £36 per week on average
- Fewer than 6% working age women are engaged in entrepreneurial activity (10% men), equal investment for women led businesses would lead to a £180bn boost to the UK economy by 2025. Investors such as BBRC etc. should support women and BAME led businesses. (Businesses led by BAME women have the least investment)<sup>xx</sup>

## Key recommendations: future labour market

### For Employers:

1. Consider adopting a policy of supporting women and BAME participants for apprenticeships and trainee positions where they are under-represented in the workforce, including taking actions to encourage applications and signpost support during the apprenticeship/traineeships.
2. Ensure that training is provided in a way that meets the needs of part time staff and those with caring responsibilities.
3. Selection for redundancy should not be on the grounds of caring responsibilities
4. Moving onto casual or zero hours contracts should not be a condition of retaining or returning to work.
5. Ensure that procurement and commissioning of services include requirements that tackle discrimination, for example by requiring training and apprenticeships and setting targets for the numbers of women in non-traditional work areas.

### For Key decision makers:

1. Recognise the care economy as a vital part of economic renewal and direct investment accordingly, in the longer term as well as to meet urgent immediate need.

2. Consider the wellbeing impact of all investment decisions in the same way as environmental impacts are assessed.
3. Ensure training is provided with on-site childcare or in school hours, when schools fully re-open and open to all not just those claiming benefits relating to employment.
4. Consider providing support to those made redundant in retail and hospitality to retrain in care work.
5. Training should include all age groups. Training aimed at the care sector should include accreditation of experience and skills acquired during long service, resulting in higher pay. These workers could be paid to mentor and supervise younger or inexperienced recruits to the sector
6. Targeted help should be provided to help early stage women entrepreneurs.
7. Attach conditions to commissioning and procurement to improve job quality, increase training opportunities and promote equality.

## UN Sustainable Development Goals

Implementing the recommendations contained in this report would help Bristol to meet the following UN Sustainable Development Goals.

Goal	Targets
3. Good Health and Well being	
5. Gender Equality	5.1,5.2,5.4,5.5,5A,5C
8. Decent Work and Economic Growth	8.3,8.5
10. Reduced Inequalities	10.1,10.2,10.3,10.4
12. Responsible Consumption and production	12.7
16. Peace and Justice and Strong Institutions	16.7,16B

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## References

<sup>i</sup> ONS annual population survey, reported in

<https://www.nomisweb.co.uk/reports/Imp/la/1946157348/printable.aspx>

<sup>ii</sup> <https://www.unwomen.org/en/digital-library/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>

<sup>iii</sup> <https://wbg.org.uk/media/open-letters/the-lockdown-is-turning-back-the-clock-on-womens-lives-in-britain/>

<sup>iv</sup> <https://www.ifs.org.uk/uploads/BN290-Mothers-and-fathers-balancing-work-and-life-under-lockdown.pdf>

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- v <https://www.iser.essex.ac.uk/files/news/2020/single-mother-income-loss-covid-19/covid-briefing-paper-economic-effects.pdf>
- vi <https://www.eyalliance.org.uk/news/2020/05/quarter-childcare-providers-fear-closure-within-year>
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- viii <https://pregnantthenscrewed.com/childcare-covid-and-career/>
- ix <https://www.iser.essex.ac.uk/files/news/2020/single-mother-income-loss-covid-19/covid-briefing-paper-economic-effects.pdf>
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