

## **Women's Budget Group Commission on a Gender-Equal Economy**

### **Fawcett Society summary document**

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This document has been produced for the WBG's Commission on a Gender-Equal Economy and includes a summary of research by the Fawcett Society and others in the equalities sector on a variety of issues in relation to women's rights. This includes our landmark Sex Discrimination Law Review into women's rights and whether UK equality law is fit for purpose as well as research on women in the economy, social security, pensions, maternity, paternity and family friendly rights, care, workplace harassment and education.

### **Women's Rights**

- Sex Discrimination Law Review, 2018 <https://www.fawcettsociety.org.uk/sex-discrimination-law-review-final-report>

A landmark review assessing whether equality law in the UK is fit for purpose, including chapters on Brexit; Women in the Workplace; Violence Against Women and Girls; Promoting Equality; Access to Justice; Multiple Discrimination, and Sex Equality in Northern Ireland. Recommendations for specific changes to the legal system, including strengthening the laws on sexual harassment and discrimination at work, and preventing violence against women and girls.

### **Women in the Economy**

- Exploring the economic impact of Brexit on women, 2018 <https://www.fawcettsociety.org.uk/exploring-the-economic-impact-of-brexit-on-women-briefing>

The first independent report looking at the economic impact of Brexit on women has today been published by the Women's Budget Group and the Fawcett Society. The report includes: strong evidence to suggest that the overall impact of Brexit on UK GDP will be negative and that a no deal 'Hard Brexit' would be the most damaging; summaries of the impact on Brexit on UK GDP, women workers, women as consumers, and users of public services, as well as services accessed by women facing multiple disadvantages; recommendations on what the UK Government should be doing, and vital questions to ask next.

- Invisible women, Fawcett Society and Young Women's Trust, June 2018 <https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=cf1834f0-97e0-434a-83bf-20936f0fb461>

This report focuses on understanding what can be done by government to take a more effective approach to understanding the discrimination, inequality and exclusion that too many women in the UK continue to face as a result of the interaction of gender with ethnicity, age, disability, and rural and urban differences – especially when it comes to accessing work.

- The Changing Labour Market 2: women, low pay and gender equality in the emerging recovery, 2014 <https://www.fawcettsociety.org.uk/the-changing-labour-market-2>

This report includes details of the effects that the emerging economic recovery and a changing labour market had on gender equality and women in low paid work. It also includes an analysis of labour market trends to understand how women and men are faring and the results of a survey of low paid women to detail their experiences of the recovery.

- Gender pay gap reporting deadline briefing 2019  
<https://www.fawcettsociety.org.uk/gender-pay-gap-reporting-deadline-briefing-2019>
- Gender pay gap and causes briefing – Equal Pay Day 2018  
<https://www.fawcettsociety.org.uk/gender-pay-gap-and-causes-briefing-equal-pay-day-2018>

This briefing includes: the difference between the gender pay gap and equal pay; a summary of gender pay gap reporting regulations and how the gender pay gap is calculated; frequently asked questions related to gender pay gap reporting, including why employers may have a large gender pay gap and bonus pay gap; guidelines on what you can do if your employer has a gender pay gap; Fawcett's recommendations on closing the gender pay gap.

- Gender pay by ethnicity in Britain, 2017, <https://www.fawcettsociety.org.uk/gender-pay-by-ethnicity-britain>

This report includes: an analysis of Labour Force Survey data from the 1990s to the present in order to investigate the gender pay gaps for women of different ethnicities. It also includes details on the changes in the pay gaps from the 1990s to the present and detailed recommendations to help decrease women's economic inequality

- Wage progression and the gender wage gap: the casual impact of hours of work, The Institute of Fiscal Studies <https://www.ifs.org.uk/uploads/publications/bns/BN223.pdf>

The main contributions of the paper are: to isolate the causal role of fulltime and part-time experience in determining the wages of men and women; to draw out the implications for what these experience differences can and cannot explain about the gender wage gap over the life cycle; and to examine how this differs for different groups of men and women (in particular, the low-versus high-educated).

- Where are the women? – The cost to the West Midlands 2018  
<https://www.fawcettsociety.org.uk/where-are-the-women-west-midlands-2018>

This report includes: An exploration of women's representation in the West Midlands combining economic analysis, data from April's Gender Pay Gap Reports, new commissioned public polling of the West Midlands Combined Authority region, and best practice evidence; An analysis of what the gender pay gap costs to businesses and society and the WMCA region, and recommendations for businesses and employers; Recommended actions the Mayor and Combined Authority should take to close the gender pay gap.

- Making Devolution work for women: Greater Manchester Interim Report, 2018  
<https://www.fawcettsociety.org.uk/making-devolution-work-for-women-greater-manchester-data-report>

This report includes: A first look at data on key public services in Greater Manchester, which are part of the devolution policy debate at differing levels; a summary of employment and skills, where new data shows that there is substantial gender gap in subject choices; analysis of care in Greater Manchester, both for children and adults; a summary of transport data in Greater Manchester, which shows that women use transport very differently to men in the region

### **Social Security**

- Where's the benefit? 2015 <https://www.fawcettsociety.org.uk/wheres-the-benefit>

An independent inquiry into the impact of Jobseeker's Allowance (JSA) on equality between women and men. A review of previously published evidence and new evidence from a variety of civil society organisations which shows that JSA regime takes insufficient account of the distinctive circumstances of many women's lives, in particular their higher risk of getting stuck in low-paid jobs, the impact of their caring responsibilities and the fact that they are much more likely than men to be at risk of domestic and sexual violence.

### **Pensions**

- Closing the gender gap: female consumer engagement in financial products, 2017  
<https://www.fawcettsociety.org.uk/closing-gender-gap-female-consumer-engagement-financial-products>

This report highlights the factors that constrain women's ability to plan effectively for their financial futures, including how women: are underinvesting in pensions and financial products; are under-insuring themselves, relative to men; have different attitudes and priorities when considering their financial futures; are more likely to experience poverty in retirement.

- The Pensions Gap, 2016 <https://www.fawcettsociety.org.uk/the-pension-gap>

This research found that whilst most women interviewed believed they should be financially independent, many had cut their own pensions contributions to cover the costs of childcare, or as a result of taking time out of work to look after children. It recommended information should be provided to those embarking on maternity, parental or paternity leave about the risks associated with lower contributions during this period and Government should pay an Auto-Enrolment Credit to those eligible for credits as carers under the state pension system.

- The Effect of Equalisation of State Pension Age on Women, 2016  
<https://www.fawcettsociety.org.uk/women-and-the-state-pension-age-debate-briefing>

This briefing focuses on the effect of the 2010 equalisation of state pension age on women. It covers criticisms on the implementation of the equalisation which resulted in millions of older women being unfairly treated by the pension system. It also includes statistics from the journalist Paul Lewis

and the Women Against State Pension Inequality (WASPI) campaign which detail the lack of communication from the Government regarding the changes in the pension system.

### **Maternity, paternity and family friendly rights**

- Parents, work and care: striking the balance, 2016  
<https://www.fawcettsociety.org.uk/parents-work-and-care-striking-the-balance>

In this report you will find: the results of the Fawcett Society's largest ever survey on the interaction between work and care in the UK and how it affects gender inequality. Findings show that whilst fathers are concerned about balancing work and care, women continue to do the majority of tasks around raising children. Recommendations include increasing flexible working practices and investment in childcare infrastructure.

- Written submission from the Fawcett Society, Women and Equalities Select Committee evidence on Fathers and the workplace, March 2018  
<http://data.parliament.uk/WrittenEvidence/CommitteeEvidence.svc/EvidenceDocument/Women%20and%20Equalities/Fathers%20and%20the%20workplace/written/48173.html>

This submission explores the international evidence which makes a case for a reserved period of paternity leave paid at or close to replacement salary rates.

### **Care**

- Commission on Care – Towards a New Deal for Care and Carers, 2016  
<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=f9df8aec-9d60-4ba4-bbe3-8d8ecccba10>

This report (our Chief Executive was a Commissioner) explores social care from the perspective of its users and workforce. It was co-produced by the Women's Budget Group, Warwick University and the Fawcett Society. It contains recommendations relating to the establishment of a National Care Service; investment in social care infrastructure; professionalising the care workforce; and recognising the work of unpaid carers.

### **Workplace harassment**

- Sexual harassment in the workplace consultation briefing, 2018  
<https://www.fawcettsociety.org.uk/sexual-harassment-in-the-workplace>

This briefing was submitted as part of a Women Equalities Select Committee consultation on sexual harassment in the workplace. It includes: Data on the incidence of sexual harassment in the workplace; Information on the perpetrators of sexual harassment in the workplace, and persistent attitudes of blame towards women amongst a large minority in society; Duties on private companies to tackle sexual harassment; the impact of limited access to justice for victims

- Sounds Familiar, 2017 <https://www.fawcettsociety.org.uk/sounds-familiar>

Findings of this research reveal disturbingly high levels of hostility towards women and help to explain why misogyny is so widespread, why violence against women and girls remains commonplace, and why the gender pay gap remains so hard to close.

## Education

- Gender Stereotypes in Early Childhood: A Literature Review, 2019  
<https://www.fawcettsociety.org.uk/gender-stereotypes-in-early-childhood-a-literature-review>

This comprises a review of academic evidence on gender stereotyping from 0-7 years old. The research also identified key interventions, particularly aimed at younger children, which work to challenge and change gender norms and mitigate against the harms seen in later life.

- Perceptions and barriers to women entering tech, 2019  
<https://www.fawcettsociety.org.uk/perceptions-and-barriers-to-women-entering-tech-hp-and-fawcett-society-roundtable-on-women-in-tech>

This document includes an executive summary on perceptions and barriers to women entering tech and key findings from HP's survey on "Perceptions and barriers to women entering tech"

- Black women in tech, 2018, <https://www.fawcettsociety.org.uk/black-women-in-tech-appg-on-sex-equality-and-appg-on-race-and-community-briefing-paper>

This document includes a summary of the barriers Black women entering the tech industry face in the educational system, from primary school to higher education; an analysis of employment rates among Black women in STEM subjects and the IT sector; a summary of key recommendations to address the lack of diversity in the tech industry