


Academy for Gender,
Work and Leadership



Lancaster University
Management School

GENDER MATTERS 2022

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GENDER MATTERS

2022

The Gender Matters project began in 2018 in response to a recognised need for inclusive business practices vis-à-vis the under-representation of women in positions of power.

In this third Gender Matters publication, we reflect on the progress of challenges identified in our second 2020 edition, including the gender pay gap, the leadership pipeline, and managing personal and professional lives.

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FOREWORDS



VALERIE STEAD

Professor of Leadership,
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The Covid-19 pandemic has often stalled and, at best, slowed progress in tackling gender and inclusion challenges at work. This edition examines the entwined effects of the pandemic and increasing work insecurity, and the negative effects that Black and minority ethnic women experience with regards to their equal opportunities and ability to progress at work.

Inequalities in the labour market between women and men persist across participation, insecurity and pay. Set against the backdrop of the rising cost of living, falling real wages and an impending recession, there are inherent risks that these gender gaps widen. It is, therefore, more important than ever to stimulate policy and employer discussions to bring about change.



MEL WILKES

Head of Research,
Work Foundation

We're living in extremely challenging times and it's clear that women in low paid, insecure jobs are at the very sharp end of these pressures.

Our new analysis drawing on the UK Insecure Work Index, shows that working women are 1.8 times more likely to be in severely insecure work than men. Mothers are hit hardest: those with children under nine are nearly three times more likely than fathers to experience insecure work.

The gender insecurity gap can help us understand why, despite concerted efforts, steady increases in women joining the labour market hasn't translated to equality in pay or progression. A blinkered approach focusing only on progression and seats at the top table will only get us so far – to drive meaningful change and to achieve true equality for women, it's clear we need to tackle labour market insecurity.



LOPA PATEL

Chair, Diversity UK

Gender Matters 2022 shines a light on the continued challenges women face in their working lives.

We see many women are stuck in insecure work, find it harder to progress within their careers and are still not represented at the top table. The figures are particularly stark for women from ethnic minority backgrounds who are more likely to be discriminated against and many report they are more likely to be passed over for promotion.

As a digital entrepreneur, I know what it feels like be the only woman in the room and I hope Gender Matters is a call to action for employers and policy-makers to continue to drive forward gender and race equality.

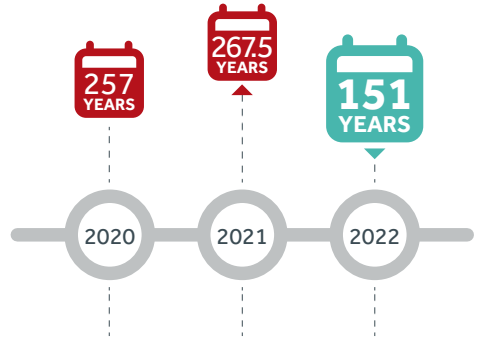
INEQUALITIES IN THE LABOUR MARKET

Inequalities in the labour market between women and men persist across participation, insecurity and pay.



1 Global gender gap in economic participation and opportunity

Although showing improvement overall, globally, progress towards parity in economic participation and opportunity is volatile.



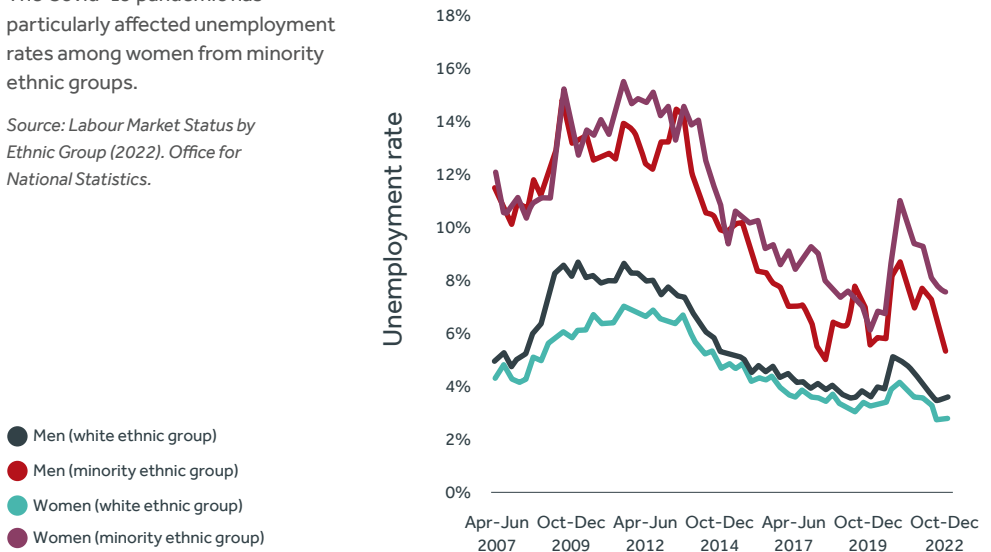
Source: Global Gender Gap Report 2022.
World Economic Forum

2 UK unemployment rates by ethnic group

The Covid-19 pandemic has particularly affected unemployment rates among women from minority ethnic groups.

Source: Labour Market Status by Ethnic Group (2022). Office for National Statistics.

Unemployment rates for men and women by ethnic group

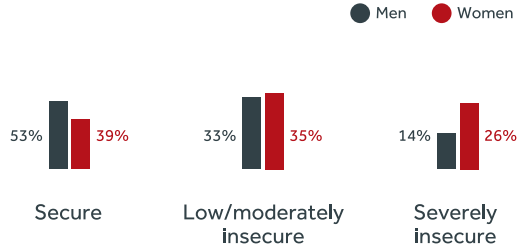


3

UK gender work insecurity gap

Women are **1.8 times** more likely than men to experience severely insecure work. (26% of working women compared with 14.1% of working men).

Source: Work Foundation calculations of the ONS Labour Force Survey 2021/22.

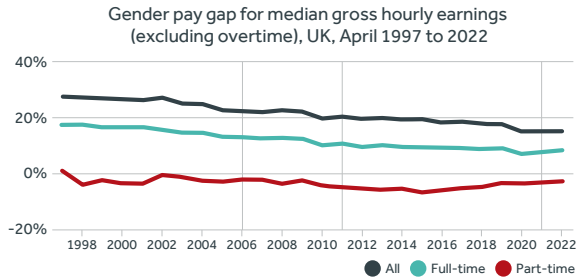


4

UK gender pay gap

The Covid-19 pandemic appears to have interrupted progress in decreasing the gender pay gap.

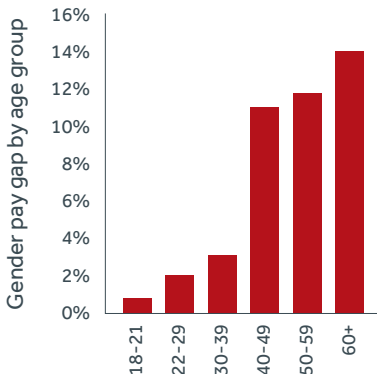
Source: Gender pay gap in the UK 2022. Office for National Statistics.



5

UK gender pay gap by age

The gender pay gap remains wider for employees over the age of 40.

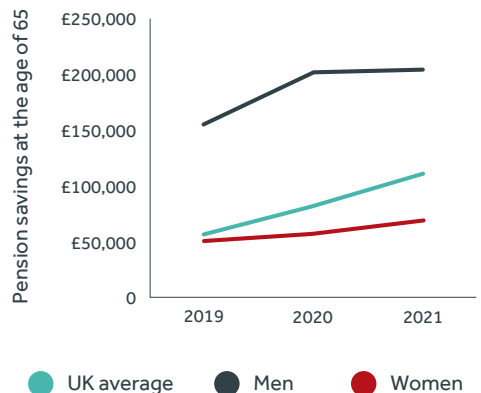


Source: Gender pay gap in the UK: 2022. Office for National Statistics.

6

UK gender pension gap

At 33.5%, the gender pension gap remains substantial.



Source: The Gender Pensions Gap Report 2022. Now Pension.

THE LEADERSHIP PIPELINE

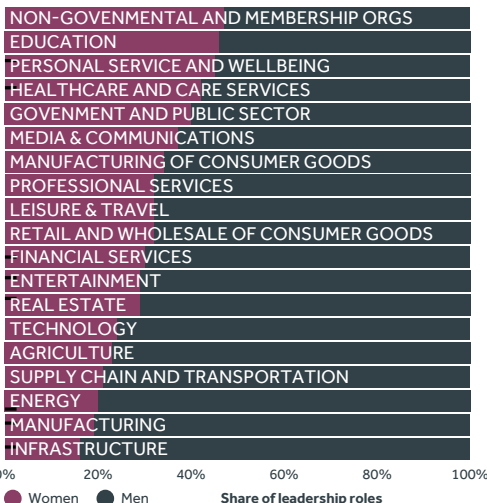
Women's progression into leadership roles continues to be slow with limited evidence of advancement during the Covid-19 pandemic. Black and minority ethnic women are those most negatively affected.



Source: Global Gender Gap Report 2022. World Economic Forum.

7 Women's representation in leadership roles across the globe

Industries with the lowest share of female representation are also those hiring more men than women into leadership positions in 2022.



8 UK glass ceiling Women continue to be under-represented in leading roles and positions of power. Source: Sex and Power Index 2022. The Fawcett Society

Women remain just **8%** of FTSE 100 CEOs and there are no Black and minority ethnic women.



Less than 1/3 of the UK's top jobs are filled by women.

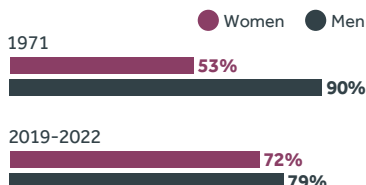
Women accounted for only **34%** of group membership advising the UK cabinet on the coronavirus response.



9 Women's representation in the UK labour force

After steady increases over the last 50 years, women's participation in the labour force showed little progress during the Covid-19 pandemic.

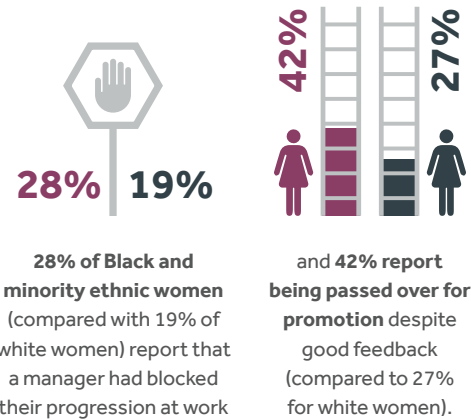
Source: Labour Force Survey. Office for National Statistics (2022).



10 Locked out of progression

Existing inequalities in the UK workplace have been exacerbated by the Covid-19 pandemic with Black and minority ethnic women most affected.

Source: Broken Ladders. 2022. The Fawcett Society and the Runnymede Trust.



11 Recruitment discrimination in the UK

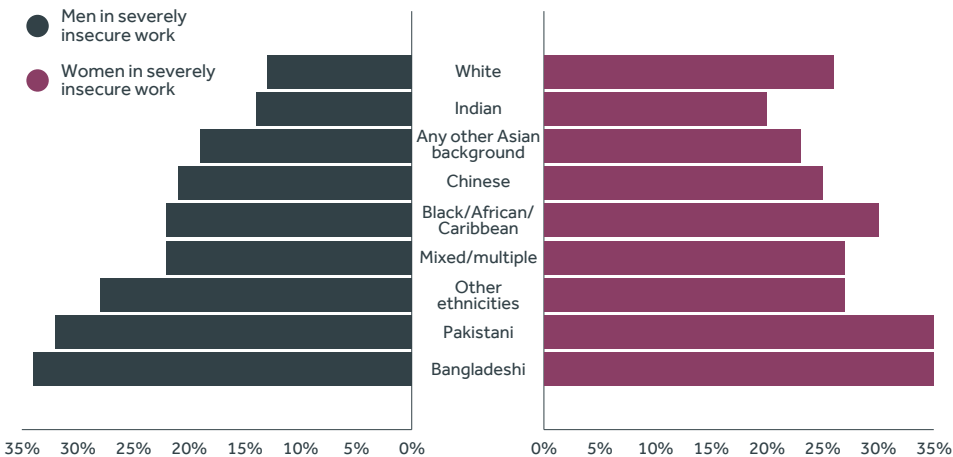
52% of Black and minority ethnic women experience discrimination – such as, being asked for UK qualifications or English as a first language or being asked for ethnicity information outside of monitoring processes.



Source: Broken Ladders. 2022. The Fawcett Society and the Runnymede Trust.

12 UK insecurity gap by gender and ethnicity

Women from ethnic minority backgrounds are more likely to experience severely insecure work.



Source: Work Foundation calculations of the ONS Labour Force Survey 2021/22.

MANAGING THE PERSONAL AND THE PROFESSIONAL

The pandemic has exacerbated existing inequalities between women and men. This has affected almost all areas of life, rolling back on the hard-won achievements of past years. The figures show that lockdowns had significant impact on unpaid care and work-life balance.



13

Global impact of lockdowns on family responsibilities

On average, women spent 7.7 more hours a week than men on unpaid childcare last year.

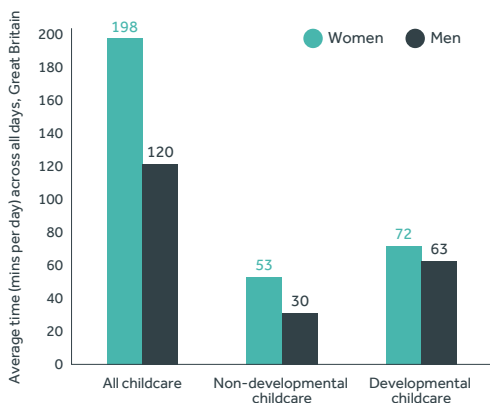


Source: Women in Work Index 2021. PwC.

14

Impact of lockdowns on family responsibilities in the UK

Women have carried out more childcare duties overall during lockdowns.



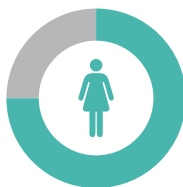
Source: Parenting in lockdown: Coronavirus and the effects on work-life balance. 2020. Office for National Statistics

15

Mothers in work in the UK

In 2022, three in four mothers in the UK are in work, the highest level for 20 years.

75.6% of mothers are in work



92.1% of fathers are in work



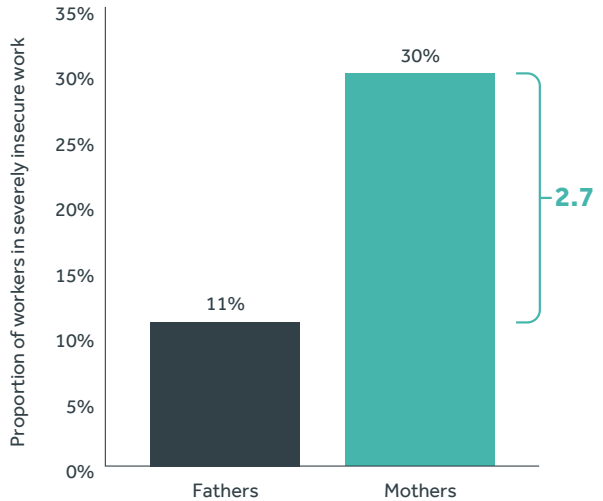
Source: Families and the labour market, UK (2021). Office for National Statistics.

16

The UK parenthood penalty

Mothers of children aged 9 or under were **2.7 times** more likely than fathers to experience severely insecure work.

Source: Work Foundation calculations of the ONS Labour Force Survey 2021/22.



17

Well-being at work in the UK

39% of Black and minority ethnic women stated their well-being had been impacted by a lack of progression compared to 28% of white women.



39%

of Black and minority ethnic women



28%

of white women

18

The pandemic and harassment at work in the UK

45%



45% of women experienced harassment online through sexual messages, cyber harassment and sexual calls.

23%



23% of women reported increased **harassment of the pandemic while they were working from home.**

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ACKNOWLEDGEMENTS

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The Academy for Gender, Work and Leadership

The Academy for Gender, Work and Leadership is a vibrant research area of expertise at Lancaster University Management School, that includes national and international projects, research engagement and scholarly events. Our research focus on social justice is motivated by the persistent global challenge of gender inequality. In collaboration with national and international partners, our concern is to reveal and tackle gender inequalities in order to develop more equitable and fair organisations and ways of working.



The Work Foundation

The Work Foundation is a think tank focused on improving working lives across the UK through applied research and new ideas. For over a century, we have worked to break down the barriers individuals and communities face in accessing good work.

We believe everyone should have access to secure, rewarding and high-quality work. By engaging directly with workers, employers, policymakers and leading academics, we deliver rigorous applied research to tackle structural inequalities in the labour market and improve working lives across the UK.

We are part of Lancaster University's Management School, and work with a range of partners and organisations across our research programmes.



Diversity UK

Diversity UK is an equality charity that aims to research, advocate and promote ideas for improving diversity and inclusion in Britain. It is an evidence-based initiative that seeks to influence policy, enhance civic engagement and improve the perception of the minority ethnic community in Britain.

Diversity UK aims to advance the education of the public in diversity and inclusion in the workplace, in particular by carrying out research for the public benefit in all aspects of that subject and to publish the useful results.

