

Women and Work 2023

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Is there a pay crisis for women?

Women as workers:

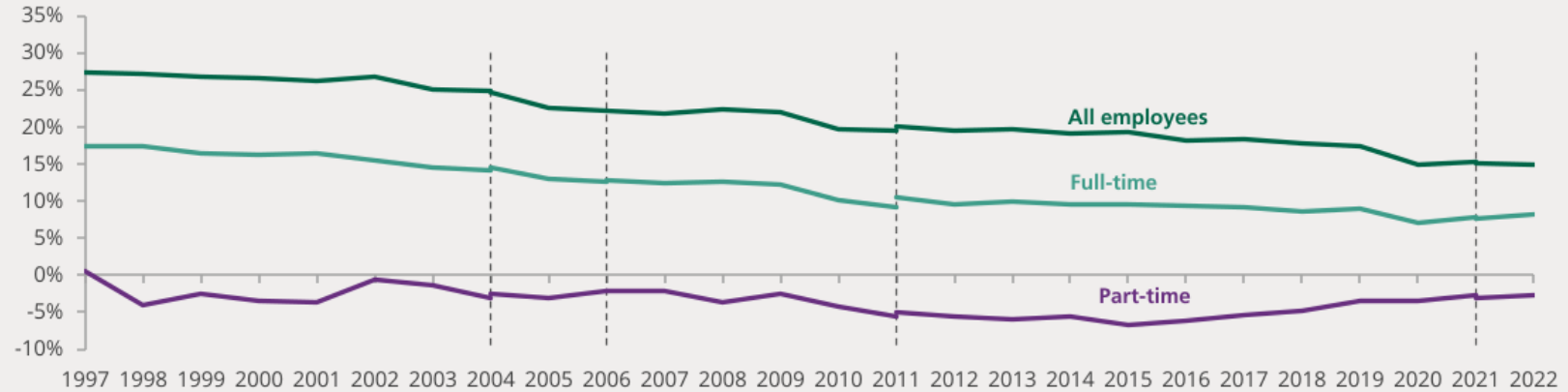
- Low paid – 60% of those earning below the Real Living Wage
- Facing a gender pay gap of 14.9% (8.3% FT and -2.8% PT)
- Employed in low-paid sectors – hospitality, retail, care
- Majority of those employed in public services facing the lowest pay increases
- 84% care workers and nurses, 73% teachers, 77% council employees
- Part-time workers – 38% compared to 13% men

The gender pay gap

ONS October 2022

Gender pay gap

UK, 1997-2022

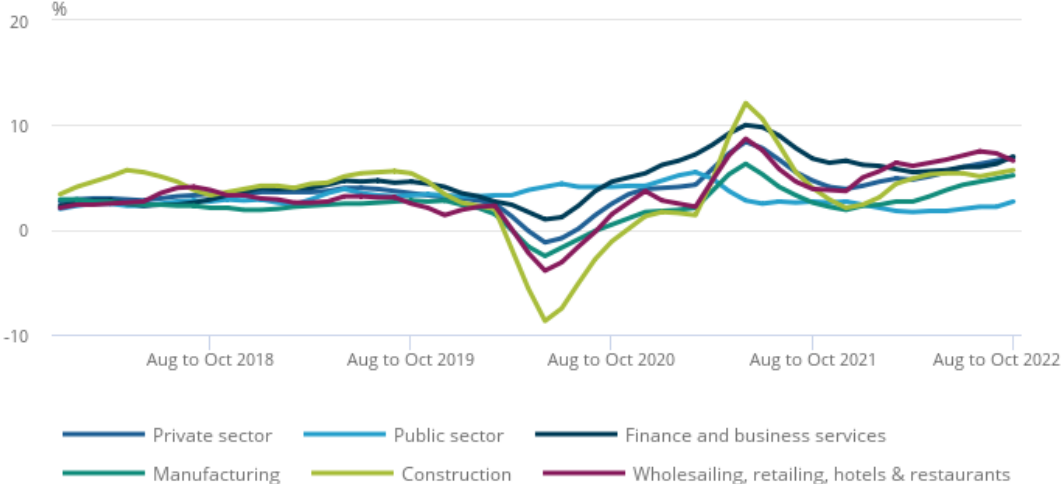


Dashed lines indicate breaks in the series in 2004, 2006 and 2011, 2021

Public sector pay lagging behind

Figure 5: In the latest period the finance and business services sector saw the largest regular growth rate

Average weekly earnings annual growth rates for regular pay by sector in Great Britain, seasonally adjusted, January to March 2018 to August to October 2022



Some groups hit harder than others

- Black and ethnic minority women earn less, less likely to be in paid work and are more likely to be living in poverty
- Vulnerable migrant women with no recourse to public funds – but NHS charging
- Single mothers – 85% of single parents
- Disabled women with extra cost of living - £583 per month
- 62% of people referred to food banks are disabled
- Pregnant women and new mothers on statutory maternity pay or allowance - £156.66 per week (47% of NLW at £9.50 per hour)
- Discrimination and redundancy amongst pregnant women workers

Pay cuts follow Covid

- Women more likely to be furloughed
- Women spent more time on unpaid childcare and household work
- More home-schooling done by women
- 86% of women in 'routine' and 'semi-routine' jobs not working from home, compared with 35% of management and professional women
- Over 500,000 part-time jobs lost by end 2020, but full-time employment up 309,000
- Negative impact on anxiety, depression and loneliness

Women - the 'shock absorbers' of poverty

- Unpaid child/carers responsible for unpaid household work and budgets - worth £700 billion
- Spend more of their incomes on food and household goods
- More dependent on public services hit by austerity and inflation - 'triple whammy'
- 4000 childcare providers lost in 2021, but a massive increase in charges and...
- Care crisis – both restricting economic activity and longer working hours
- Less likely to have savings than men
- More dependent on in-work and other benefits hit by the benefit cap and two-child limit

So what do we need?

- Stronger employment rights – including improved equal pay/equality laws and maternity/parental rights
- Unionisation of women's work and strong collective bargaining rights
- A fairer benefits system – including lifting of the cap, an end to the two-child limit and an increase in Child Benefit to £50 per child
- An economy built on strong social foundations through investment in public services and 'greening' – social infrastructure
- Funded by fairer and progressive taxation – on all forms of wealth
- Evidence of significant and positive macro-economic effect

References

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Thank you!

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www.wbg.org.uk