

WOMEN'S JUSTICE

Gender inequality in the workplace

Women face inequality in the workplace. Not only do they have to navigate sexual harassment, inappropriate comments, being overlooked for their contributions and disrespected in the workplace, they miss out on career opportunities, promotions and face penalties if they have children.

The gender pay gap. Gov.UK website - the gender pay gap is an equality measure that shows the difference in average earnings between women and men. Despite many legislative attempts since the 1950s gender pay gap still exists in the UK. Unequal pay for men and women has been illegal for 45 years. The causes of the gender pay gap are complex and overlapping:

- A higher proportion of women choose occupations that offer less financial reward for example, in administration.
- Many high-paying sectors are disproportionately made up of male workers, for example, information and communications technology.
- A much higher proportion of women work part-time, earning less than their full-time counterparts. The gender pay gap exists for women in ordained ministry, children's, youth and family work in the Baptist Union.

Gender inequalities in the workplace are leadership issues. The World Economic Forum estimates that if men are not meaningfully engaged in addressing gender inequity it may take more than 200 years to create gender parity in the workplace.

Key points:

- Women are less likely to progress into high-paying senior roles.
- Creating equitable workplaces is good for both genders.
- We need to challenge stereotypical understandings of gender roles.
- 'In 1987, 48% of people in the UK that "a man's job is to earn money: a women's job is to look after the home and family." This declined to 8% in 2017.

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Timeline of Gender inequalities in the world of work in the UK

1870 Married Women's property act allows women to own property.

1902 North of England Women's textile workers demanded votes for women.

1907 Women can be elected to local councils and can also be elected mayor.

1909 National Federation of Women's Workers campaigned to expose exploitation in the workplace.

WW1 Many women took on jobs while men conscripted to the army to fight.

1918 Women over 30 have right to vote and women allowed to stand as MPs.

1920 Sex Discrimination act allows women to work in the professions.

1921 Unemployment benefits extended to allow for wives.

1922 Husbands and wives can inherit property equally.

1928 Women gain equal voting rights with men.

1956 Legal reforms say women teachers and civil servants should receive equal pay with their male counterparts.

1968 Women at Ford plant in Dagenaham strike because they were being paid 87% less than men doing the same job

1970 Equal pay act passed, many employers regraded and altered job descriptions to evade this act.

1986 Sex discrimination act allows women to retire at same age as men.

1990 Married women are taxed separately from their husbands.

2010 Equality act men and women entitled to same pay and conditions for doing same work, job or work of equal value.

2017 Companies with more than 250 employees to publish gender pay gap data

2019-20 Gap widened in favour of men. 2020-21 increased from 10.6 to 11.1 %.

2022 UK ranked 7th on gender workplace equality in the world and 22nd on Global gender gap index behind France, Germany and Ireland.

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