

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,

including the gender pay gap, the leadership pipeline, and managing personal and professional lives.

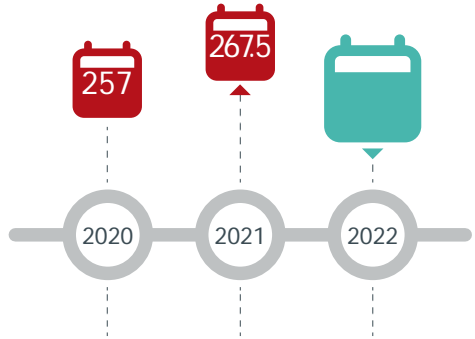


Inequalities in the labour market between women and men persist across participation, insecurity and pay.



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 increased unemployment rates among women from minority ethnic groups.

Source: Labour Market Status by

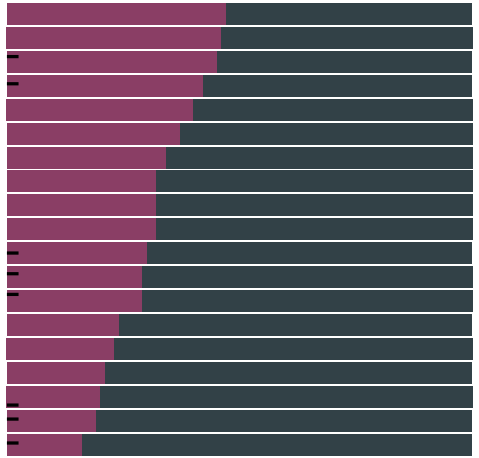
National Statistics.

Unemployment rate

Unemployment rates for men and women for men

- Men (white ethnic group)
- Men (minority ethnic group)
- Women (white ethnic group)
- Women (minority ethnic group)





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Global impact of lockdowns on fact of lock72 839 4 r5reW111372kvD 11

The pandemic has exacerbated existing inequalities between women

areas of life, rolling back on the hard-won achievements of past years. The

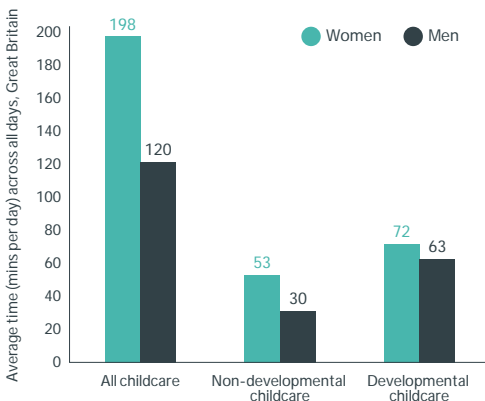
and work-life balance.



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Imp P64of lockdowns on family responsibilities in the UK

Women have carried out more childcare duties overall during lockdowns.

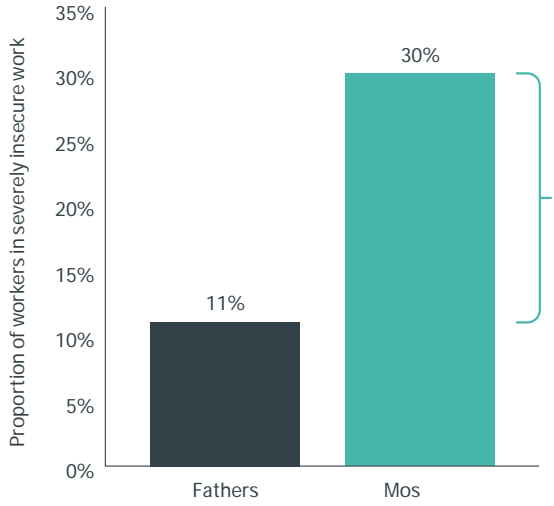



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The UK parenthood penalty

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

Source: Work Foundation calculations





The authors wish to thank Dr Diansha Wang
and Heather Taylor for their support in compiling
the data for this resource.

This brochure is supported by funding from the
UKRI ESRC Impact Acceleration Account.

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.

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