



**THE TIME TO ACT IS NOW:
Fawcett's Gender Pay Gap Briefing**

November 2014

Table of Contents

Executive Summary	2
1.0 What is the Gender Pay Gap?	4
2.0 Why does it still exist?	4
2.1 <i>The ‘motherhood penalty’</i>	5
2.2 <i>Occupational segregation</i>	6
2.3 <i>The underrepresentation of women in senior roles</i>	7
3.0 Why did the gender pay gap widen in 2013?	9
3.1 <i>Decline of public sector employment</i>	9
3.2 <i>Characteristics of new employment</i>	9
4.0 What can we do about it?	11
4.1 <i>Lifting the national minimum wage</i>	11
4.2 <i>Increasing opportunities for quality flexible working</i>	12
4.3 <i>Pay transparency</i>	12
4.4 <i>Increasing maternity and paternity pay</i>	13
4.5 <i>Improving the quality and affordability of childcare</i>	13
4.6 <i>Employment Tribunal Fees</i>	14
4.7 <i>Addressing occupational segregation</i>	14

EXECUTIVE SUMMARY

More than 40 years after the Equal Pay Act was enacted in 1970, women's hourly earnings continue to be significantly lower than men's with the gender pay gap (mean) for full-time employees in 2013 sitting at 15.7 per cent. This means that women effectively stop earning relative to men on the 4th November 2014 – this day is referred to as Equal Pay Day.

Worryingly, in 2013 the gender pay gap widened for the first time in 5 years, rising by 0.9 per cent from 14.8 per cent in 2012. A woman working full-time now earns, on average, £5,000 less a year than a man.

For all workers – both part-time and full-time – the gender pay gap stands at 19.1 per cent, having risen from 18.6 per cent the previous year. This means for every £1 earned by a man in the UK, a woman earns only 81p.

There are a number of interlinked factors that contribute to the continued existence of the gender pay gap. These include what is often referred to as the 'motherhood penalty' – the impact that having children has on women's earnings and careers largely because of a lack of opportunities for quality, flexible working and because child-caring responsibilities are still predominantly the preserve of women – as well as continued occupational segregation that sees women dominate in low paid work, a lack of women in senior roles, and outright discrimination that sees women paid less for work of equal value.

Austerity measures and shape of the economic recovery is exacerbating a number of these factors and contributing to the widening of the gap.

Firstly, the six fastest growing sectors in the recovery have been either female-dominated low-wage industries, such as the care sector, or high-end male-dominated sectors, such as real estate – thus this gendered divide is being entrenched.

Secondly, the last five years has seen the loss of jobs in the public sector and the creation of employment in the private sector where the gender pay gap is much higher (24.8 per cent compared to 17.1 per cent) and where women's earnings, particularly at the lower end of the income distribution scale, tend to be lower.

There is also a further concern about the quality of the newly-created jobs with many being part-time, temporary and zero hours contracts. Since the start of the crisis in 2008, almost a million (826,000) extra women have moved into types of work that are typically low paid and insecure. Over this period female under-employment – as measured by those who are working part-time but would like to be working full-time - has nearly doubled (to 789,000) and an additional 371,000 women have moved into self-employment, where the gender pay gap stands at 40 per cent.

Tackling the gender pay gap will require concerted action on a number of fronts and this report identifies seven key areas for action. In particular, given that the majority of those on low pay are women, lifting wages at the bottom of the income distribution scale will contribute to reducing the gender pay gap. New research in this report – carried out by Landmann Economics and commissioned by the Fawcett Society – found that lifting the national minimum wage (currently £6.60 per hour) to the Living Wage (£7.65 nationally,

£8.80 in London) would immediately reduce the gender pay gap by 0.8 per cent and lift the pay of nearly 1 million more women than men. While this may appear a modest reduction, it compares to a slow pace of organic change historically that has seen the gender pay gap fall by just 6.2 per cent in 16 years and also reflects that the majority of women impacted are working part-time while the majority of men impacted are full-time.

For this reason, while action on low pay is vital both for tackling the gender pay gap and the cost of living crisis more generally, action is also required to ensure that there are opportunities for quality flexible and part-time working, particularly at more senior levels. Currently, almost half of women professionals who take up part-time employment upon having children move into low skilled jobs.

Other areas identified for action include action on pay transparency (through implementing section 78 of the 2010 Equality Act), childcare, and the abolition of upfront employment tribunal fees which prevent women from seeking justice when they discover they are being paid less than a male counterpart.

1.0 What is the gender pay gap?

More than 40 years after the Equal Pay Act was enacted in 1970, women's earnings continue to be significantly lower than men's earnings. The gender pay gap refers to the difference between men's average pay in work and women's average pay in work.

The current mean full-time hourly gap (excluding overtime) between women and men stands at 15.7 per cent.¹ In a worrying development, this has grown from 14.8 per cent in 2012 and represents the first widening of the gap for five years.²

'Equal Pay Day' represents the day in the year when women across the UK effectively stop earning in relation to men. The 15.7 per cent pay gap is equivalent to men being paid all year round whilst women work for free after Tuesday 4th November 2014.

The gender pay gap is even starker when considering all work (part-time and full-time). By this measure, the mean gap is 19.1 per cent. This also saw an increase on the previous year, when the gap had stood at 18.6 per cent.³

On average, women working full-time still earn almost £5,000 a year less than men.⁴ Across the life-course, this means that it takes the average man until age 51 to have earned £1 million pounds, while women have to wait nearly 20 years longer until they are 70.⁵ It also means that women's pensions are significantly lower than men's at retirement.

This year has also seen the UK slide significantly down the rankings of gender equal societies – falling in the World Economic Forum rankings from 18th to 26th.⁶ The UK is now positioned behind 14 European countries, as well as the United States, Rwanda and Nicaragua.

2.0 Why does it still exist?

There are converging reasons for why the gender pay gap still exists. These include:

- The impact of childcare responsibilities ('the motherhood penalty')
- Women being over-represented in low-wage sectors (occupational segregation)
- The dearth of women in senior roles

¹ ONS ASHE 2013

² A note on why we use *the mean measure*: Using median estimates mostly leads to lower estimates. This is because it neutralises the effect of having a small group of very highly paid male employees. Therefore, the Office for National Statistics prefers to use the median. Fawcett, the EHRC and TUC use the mean instead. Using the mean measure is helpful precisely because it highlights that the economic elite in the UK is still predominantly male.

³ ONS ASHE 2013

⁴ <https://www.gov.uk/government/publications/secondary-analysis-of-the-gender-pay-gap>

⁵ Prudential (2014) 'Who wants to be a millionaire,' http://www.pru.co.uk/press_centre/

⁶ <http://www.weforum.org/issues/global-gender-gap>

- Outright discrimination

2.1 The 'motherhood penalty'

Women often find that they take a hit to their pay and position in the labour market upon having children. This 'motherhood penalty' is clearly illustrated when pay gap statistics are disaggregated by age bands. ONS figures from 2013 show that from ages 18-29 the gender pay gap is small, but begins to climb after this point (see Figure 1). The gender pay gap stands at 11.2 per cent for those aged 30-39 and 24.1 per cent for those aged 40-49.

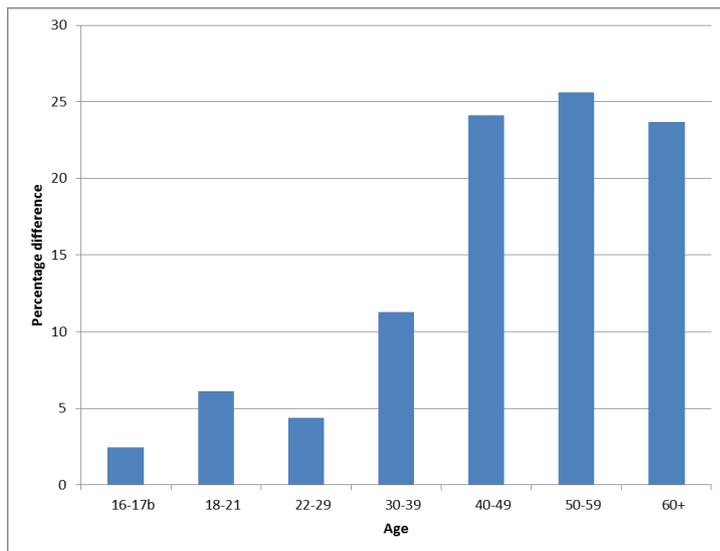


Figure 1: Mean gender pay difference in hourly earnings for all employees by age (Source: ASHE 2013)

Women in the UK today still tend to do the bulk of childcare and unpaid domestic work. Recent research from the University of Oxford reveals that whilst men have taken up an increasing amount of responsibility for domestic labour over the past 50 years, women today still undertake two-thirds (65.5 per cent) of unpaid work in the home.⁷

As a result, many women return to work in part-time roles after having children. While in theory this should provide a solution for women who would like to combine caring with paid work, in practice this often translates into reduced opportunities for career progression and may also force women to take up less senior and lower paid roles, despite maintaining the ambition to achieve in their career.

Part-time work, as a whole, is typically far lower paid with fewer prospects for promotion and access to training than full-time work. Overall, 74% of part-time workers are women) and there is an hourly wage gap of 37% between the average hourly pay of full-time and part-time work.⁸

⁷ http://www.popcenter.umd.edu/research/sponsored-events/timeuse-2014/tu2014_papers/gershuny_sullivan

⁸ ONS ASHE 2012

Research has found that almost half of women professionals who take up part-time employment upon having children move into low skilled jobs⁹ and a significant proportion of women are living on low incomes because they're not earning their true market value within their available hours of work. In a recent survey commissioned by the Fawcett Society, 22 per cent of low paid women (defined as those earning below £7.44 per hour) had degree-level qualifications and some 36.8 described themselves as overqualified.¹⁰ Research by the Joseph Rowntree Foundation recently documented that only 3% of part-time jobs in London advertised at above £20k+ FTE.¹¹ Added to this, women are often faced with negative attitudes, discrimination and even dismissal in the workplace because of their roles, actual or potential, as mothers and carers. All the available evidence suggests that pregnancy and maternity discrimination is now more common than ever with as many as 60,000 women pushed out of work each year.¹² Since the introduction of fees for employment tribunals a year ago there has been an 80% *reduction* in the number of women pursuing sex discrimination claims.

In Fawcett's survey of low paid women, 1 in 10 of those recently returning from maternity leave came back to a more junior role, illustrating that maternity discrimination is not restricted to professional women on higher incomes. Moreover, nearly 1 in 4 (23 per cent) of those recently returning from maternity leave felt that their opportunities for promotion were worse. By far the biggest obstacle was the perceived need to be full-time in order to progress (53 per cent). Concerning, however, is also that 2 in 5 of those who felt their opportunities were worse put this down to senior staff either believing that the women would no longer be interested in promotion (22 per cent) or capable (22 per cent).¹³

2.2 Occupational segregation

Outdated gender norms and stereotypes around men and women's roles and value in the workplace still exist, which leads to women and men often being segregated into different industries – this is known as occupational segregation. Jobs traditionally done by women, such as cleaning, catering and caring, are typically undervalued and paid less than jobs traditionally done by men, such as construction, transportation and electrical engineering.

Women make up 82 per cent of those working in 'caring, leisure and other service industries', 77 per cent of those in 'admin and secretarial' and 63 per cent of those in 'sales and customer service'.¹⁴ By contrast, men make up 88 per cent of those in 'science,

⁹ Working Families, *Working Families response to the BIS Inquiry into Women in the Workplace*, November 2012: <http://www.workingfamilies.org.uk/articles/pdf/article/444>.

¹⁰ <http://www.fawcettsociety.org.uk/wp-content/uploads/2014/08/The-Changing-Labour-Market-2.pdf>

¹¹ Women Like Us/Joseph Rowntree Foundation, *Building a Sustainable, Quality, Part-time Recruitment Market*, March 2012: <http://www.womenlikeus.org.uk/policy/researchdevelopment.aspx>.

¹² http://www.maternityaction.org.uk/wp/wp-content/uploads/2013/12/Overdue_Pregnancy_Discrimination_Maternity_Action.pdf

¹³ <http://www.fawcettsociety.org.uk/wp-content/uploads/2014/08/The-Changing-Labour-Market-2.pdf>

¹⁴ ONS 2013

engineering and technology' (SET) industries.¹⁵ In certain sectors, this gender imbalance is even starker, with just 6 per cent of professional engineers and 2 per cent of engineering apprentices being women.¹⁶

The predominance of women in low paid sectors is a significant contributor to women making up the majority of those on low pay. Overall, 62 per cent of workers paid below the Living Wage (set at £7.65) are women.¹⁷

There have been a number of legal challenges under the provisions of the 2010 Equality Act (which supplants the provisions set out in the 1970 Equal Pay Act) to challenge the association between low pay and female-dominated jobs. Some of these cases, including the landmark case of the Birmingham Council Workers, are set out below.

2.3 The underrepresentation of women in senior roles

A further contributor to the persistent pay gap between men and women is that women tend to dominate in the lower echelons of the workforce and remain vastly underrepresented in senior and managerial roles. Overall, women make up only 25 per cent of Chief Executives and senior officials in the UK.¹⁸

Men, on the other hand, continue to dominate in the upper echelons of the workforce and in roles with higher pay. Men make up 69 per cent of the top 10 per cent of earners¹⁹. This relates in part to the 'motherhood penalty' discussed earlier which slows women's career progression, but may also be related to men recruiting 'in their own image' and exhibiting an unconscious bias towards other men when recruiting and promoting.

A further obstacle for women is that, even when they reach senior roles, they still face a gender gap. CMI research in 2014 found that female managers aged over 40 take home on average 35 per cent less than their male counterparts. The same research found that male directors earn an average of £21,084 per annum more than their female colleagues. There is also a persistent 'bonus gap' with the average female director receiving £41,956 and the average male director receiving £53,010.²⁰

2.4 Outright discrimination

Over forty years since the Dagenham machinists took action that led to the introduction of the Equal Pay Act, direct and indirect discrimination against women still persists in the

¹⁵ Women's Budget Group, *The impact on women of the Autumn Financial Statement 2011*, January 2012: <http://wbg.org.uk/pdfs/The-Impacton-Women-of-the-AFS-2011.pdf>

¹⁶ The Institute of Engineering and Technology, *Engineering and Technology: Skills & Demand in Industry – Annual Survey 2012*.

¹⁷ Resolution Foundation, *Beyond the Bottom Line: The Challenges and Opportunities of a Living Wage*, January 2013

¹⁸ <http://www.tuc.org.uk/economic-issues/labour-market/equality-issues/gender-equality/highest-paid-occupations-are-%E2%80%98no-go%E2%80%99>

¹⁹ <http://www.ons.gov.uk/ons/rel/lmac/women-in-the-labour-market/2013/rpt---women-in-the-labour-market.html>

²⁰ <http://www.theguardian.com/business/2014/aug/19/gender-pay-gap-women-bosses-earn-35-percent-less-than-men>

workplace. Direct discrimination occurs when individuals are paid different amounts for the same job and indirect discrimination occurs when they are paid different amounts for work of 'equivalent value'. Both forms of discrimination are illegal and employees can seek redress through the legal system.

There have been a number of high profile legal cases recently, including the case of the Birmingham Council workers (see Box 1.1).

Box 1.1 Birmingham Council Workers²¹

This case involved a group of 174 former Birmingham city council employees – including women who worked as cooks, cleaners and care assistants – who demanded compensation as they believed the council made bonus payments to men doing work graded at the same level, such as road cleaning and refuse collecting. Under a bonus scheme, predominantly male refuse collection staff sometimes received up to 160% of their basic pay. In one year a refuse collector took home £51,000, while women on the same pay grade received less than £12,000. Citing a breach of equal pay legislation, the Supreme Court ruled in favour of the 174 claimants in October 2012 and ordered the authority to pay out at least £757m in compensation.

Quotes from some of the women:

Pamela Saunders, 67:

"It hurt because we worked hard. Christmas Day, Boxing Day, night time if they needed us. We never refused. We couldn't believe it. Don't get me wrong, the men do work hard, but we did work hard. And I couldn't see a lot of them doing what we do. Would they empty a commode, wash somebody down covered in mess, go into a house full of maggots and clean it up? But I'll tell you what, I would have gone and done a dustman's job for the day."

Carole Smith, 69, home care assistant:

"I think it is fair. We worked for that money. I think there was a culture that accepted women got paid less than me. It was hard work, emotionally as well as physically. I would say that carers put more into their jobs than cooks, or binmen."

In October 2014, the leading human rights law firm Leigh Day announced that they were launching a legal case on behalf of ASDA store workers – the majority of whom are female - on the basis that they were being paid up to £4 less per hour than the primarily male warehouse workers that perform similar tasks.²²

²¹ <http://www.theguardian.com/society/2012/oct/24/birmingham-equal-pay-victory-women-city?guni=Article:in%20body%20link>

²² <http://www.bbc.co.uk/news/business-29753702>

The TSSA are also currently pursuing a high-profile legal case on behalf of female managers working for National Rail that claim they are paid between £3,000 and £4,000 less than their male counterparts.²³

3.0 Why did the gender pay gap widen in 2013?

The shape of the emerging recovery appears to be one of the main contributors to the widening pay gap. Principally there are two factors: the replacement of jobs in the public sector, where women predominate, with jobs in the private sector and the fact that growth has been fuelled in to a large extent by part-time, temporary work often in low paid, feminised sectors of the economy.

3.1 Decline of public sector employment

One of the most significant trends in the labour market in the 'age of austerity' and now in the recovery has been the shift from public sector to private sector employment. Between 2010 and July 2014, there had been a loss of 372,000 jobs in the public sector and a gain of 1.9 million in the private sector. The majority (59 per cent) of the newly-created private sector jobs have gone to men.²⁴

The move from public to private sector employment is most likely having adverse impacts on pay, conditions and experiences of work. Overall women face a greater gender pay gap in the private sector than the public sector - 24.8 per cent versus 17.1 per cent for all work²⁵. It is likely, therefore, that the increased private sector is one of the contributors to the widening gap. There is also some evidence to suggest that under-employment is more prevalent in the private sector and that job security and opportunities for flexible working are lower.

3.2 Characteristics of new employment

The other factor likely fuelling the widening gender pay gap is the nature of the jobs being created. Growth has been particularly in part-time and temporary work, and this has particularly hit women's earnings. Since the start of the crisis in 2008, almost a million (826,000) extra women have moved into types of work that are typically low paid and insecure. Over this period, female under-employment – as measured by those who are working part-time but would like to be working full-time - has nearly doubled (to 789,000) and an additional 371,000 women have moved into self-employment, where the gender pay gap stands at 40 per cent.²⁶

²³ <http://www.tssa.org.uk/en/campaigns/network-rail-fair--equal-pay-campaign.cfm>

²⁴ Fawcett Society (2014) *The changing labour market 2: women, low pay and gender equality in the emerging recovery*, available for download at: <http://www.fawcettsociety.org.uk/wp-content/uploads/2014/08/The-Changing-Labour-Market-2.pdf>

²⁵ ONS AHSE 2013

²⁶ <http://www.fawcettsociety.org.uk/wp-content/uploads/2014/08/The-Changing-Labour-Market-2.pdf>

This has been compounded by the fact that the sectors which are experiencing the fastest growth are, on the one hand, either high-end, male-dominated sectors or, on the other, low-wage feminised sectors, thus entrenching this gendered divide.

Figure 2 depicts the six fastest growing sectors in the recovery. It is worth noting that 78 per cent of those working in human health and social care, and 73 per cent in education, are female. This means that the contribution of occupational segregation to the gender pay gap appears to be getting entrenched in the course of the economic recovery.

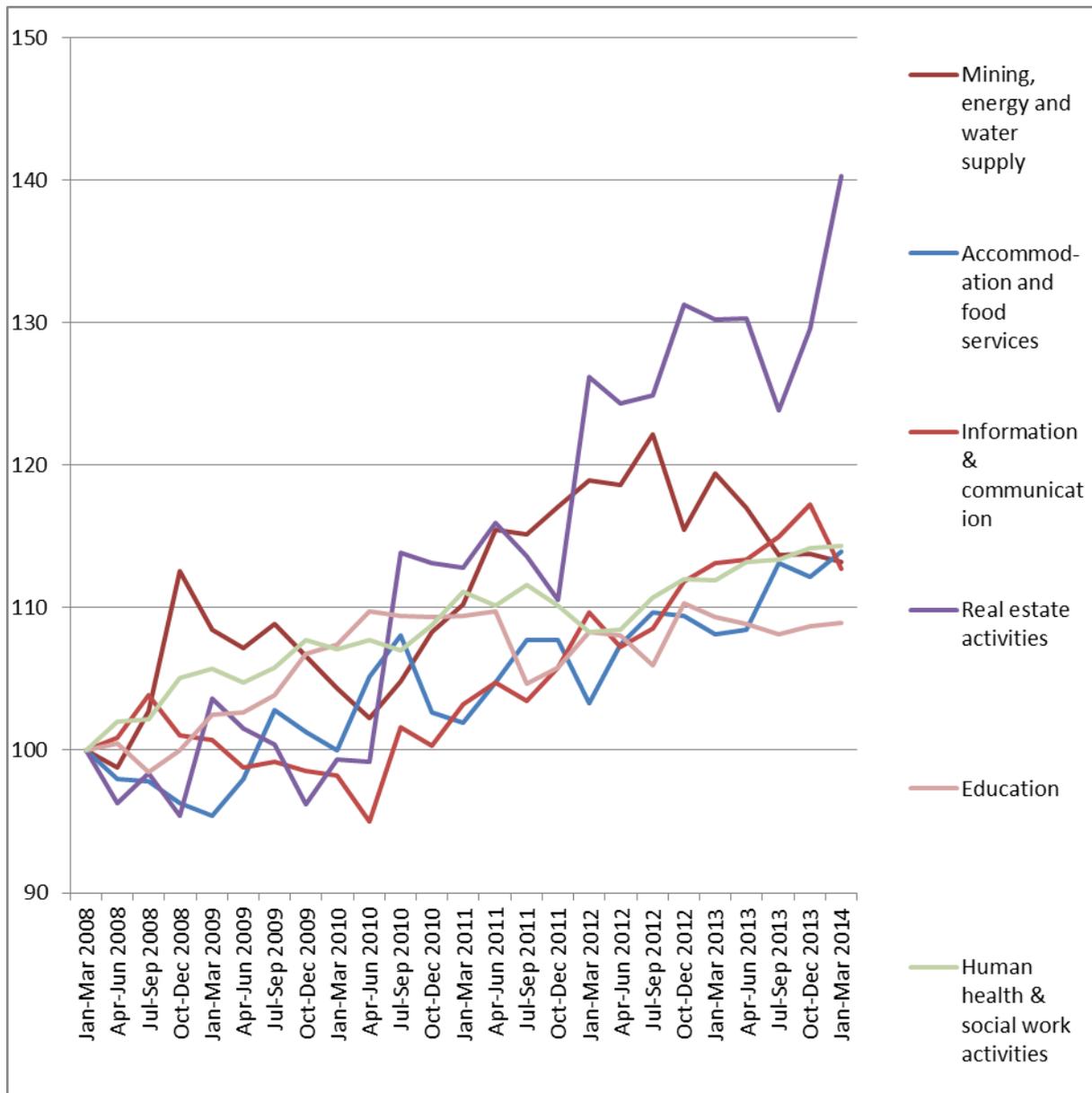


Figure 2: Six fastest growing sectors (indexed to Jan-Mar 2008) (ONS 2014)

4.0 What can be done about it?

Concerted action is needed on several fronts, with the following seven areas identified as priorities for action:

- 1) Lifting the national minimum wage
- 2) Increasing opportunities for quality flexible and part-time working
- 3) Pay transparency
- 4) Increasing maternity and paternity pay, and a 'use it or lose it' component to father's leave
- 5) Improving quality and affordability of childcare
- 6) Employment tribunal fees
- 7) Occupational segregation

4.1 *Lifting the national minimum wage*

Increasing the minimum wage would benefit all workers on low pay, many of whom have felt the cost of living crisis sharply as wages have stagnated but living costs have continued to rise sharply. However, as the majority of those on low pay are female, this measure would also make a contribution to closing the gender pay gap. It is worth noting that the most recent increase in the national minimum wage to £6.50 in October only returned the minimum wage to 2005 levels in real terms.²⁷

New research commissioned from Landmann Economics by the Fawcett Society has quantified the impact on the gender pay gap of increasing the minimum wage to the level of the Living Wage (£7.65 outside London, £8.80 in London). This research shows that:

- **Nearly 1 million more women (2.96 million) than men (2.03 million) would benefit from this measure – in total, some 4.99 million workers would see their wages increase**
- **Overall, the gender pay gap for all work would reduce from its current 19.1 per cent to 18.3 per cent – this compares with the present very slow pace of change which has seen the gender pay gap fall from 25.3 per cent in 1997 to 19.1 per cent in 2013**

It is worth noting that the 0.8 per cent reduction in the gender pay gap like under-estimates the actual impact of raising the minimum wage to the living wage. The modelling adopted a conservative approach and chose to model only increasing the wages of those currently earning below the new wage level and did not raise those on, or just above, the Living Wage. We would, however, expect to see some upward pressure on these wages if the

²⁷ <http://www.resolutionfoundation.org/publications/more-minimum-review-minimum-wage-final-report/>

national minimum wage were increased to the Living Wage and this would also likely impact more women than men.

It may seem counter-intuitive that with so many more women benefiting from uprating the national minimum wage that the overall reduction in the gender pay gap is 0.8 per cent. The reason for this is two-fold. Firstly, it reflects again the predominance of women in part-time work. The majority of women affected by this measure are part-timers (1.8 million women), while the majority of men affected are full-time (1.36 million). This illustrates that while action on low pay is vital, it must also be coupled with initiatives to increase the quality of flexible and part-time working opportunities (see 4.2 below). Secondly, the 0.8 per cent in the gender pay gap also reflects that the lack of women in senior roles and at the top end of the earnings spectrum is a significant contributor to the pay gap. Again, increasing opportunities for flexible and part-time working will be important to ensure that women's career progression is not held back after having children. Additionally, increasing pay transparency via mandatory gender pay audits (see 4.3) will also need to play a role.

4.2 Increasing opportunities for quality flexible and part-time working

Under-employment remains high among women with part-time opportunities still restricted to a large extent to lower skilled and lower paid roles. A recent survey of 13,329 women found that, despite advances, only 33 per cent of women work flexibly. This research also flagged concern that two-thirds of women agreed that in their organisation flexible working still means working longer hours.²⁸

We need 21st century employers that recognise the value of a diverse workforce and of retaining talent, particularly when women become mothers. There is a whole range of measures companies can explore including home-working, compressed hours, job-shares, and decent part-time jobs.

Fawcett is calling for:

- The public sector to lead by example and advertise all roles as available on a flexible basis by default, except where there is a clear business case against this
- Assistance for employers to design flexible and quality part-time jobs and job-shares
- Job Centre Plus (JCP) to play a proactive role in encouraging employers to design flexible and quality part-time jobs and the piloting of a job-share register

4.3 Pay transparency

Pay transparency is a vital first step in tackling gender pay inequities and reducing the opportunities for secretive and discriminatory pay practices. The government has been pursuing a voluntaristic approach to pay transparency via the *Think, Act, Report* scheme. As

²⁸ http://opportunitynow.bitc.org.uk/system/files/research/project_28-40_the_report.pdf

of May 2014, this had seen only two employers conducting and publishing gender pay audits,²⁹ suggesting that voluntaristic approaches are not sufficient.

Fawcett is calling for:

- Enactment of section 78 of the 2010 Equality Act, which makes gender pay audits mandatory for large employers (250+ employees).³⁰

4.4 Increasing maternity and paternity pay, and a 'use it or lose it' component to father's leave

Women still do the bulk of unpaid caring work, whether of children or others. As a result, they are far more likely to be working part-time, have lower earnings and to see their career progression slowed. A number of measures are required to recognise the value of caring work and encourage men to take on a more equal share.

Fawcett is calling for:

- Restoration of the real value of statutory maternity and paternity pay and establishment of a process for annual uplifting so that it reaches at least the level of the national minimum wage by 2020
- Introduction of an extended block of 'use it or lose it' paid paternity leave that must be used within the first 12 months

4.5 Improving the quality and affordability of childcare

Childcare responsibilities remain a significant factor limiting women's participation in the labour market. The spiralling cost of childcare has been well-documented and there is evidence of supply issues in a number of local authorities.³¹

Fawcett is calling for:

- Development of a national strategy to deliver high quality, affordable childcare that fits around modern working lives and the appointment of a Cabinet Minister to lead on its implementation
- A shift in the focus from demand-side interventions to supply-side in order to enable greater control over quality and spiralling costs

²⁹ <http://www.publications.parliament.uk/pa/cm201314/cmhansrd/cm140506/text/140506w0001.htm>

³⁰ It is important to note that it is not a panacea for addressing the gender pay gap. In 2013, only 0.1% of UK businesses comprise 250+ employees, equating to 7,000 businesses (thus a minimum of 1,750,000 employees).

³¹ Family and Childcare Trust, *Annual Childcare Costs Survey*, June 2014: <http://www.familyandchildcaretrust.org/childcare-costs-surveys>

4.6 Employment Tribunal Fees

The introduction of upfront fees for employment tribunals of up to £1,250 in July 2013 has seen a sharp decline in the number of cases being brought to tribunal. Worryingly, the most significant reduction has been in sex discrimination cases which fell by a staggering 91 per cent, suggesting that women are being priced out of justice.

Fawcett is calling for:

- Scrapping – or at least reducing to a nominal level – the upfront fees for maternity discrimination and other employment tribunal claims
- Reversing cuts to Legal Aid to ensure the poorest in society are not priced out of justice

4.7 Addressing occupational segregation

A number of key and successful initiatives to support women into traditionally male-dominated industries have suffered from severe funding cuts during the austerity measures.

Fawcett is calling for:

- Funding for initiatives that support women into traditionally male-dominated industries and increase uptake of apprenticeships in male-dominated industries