



# SEXISM AND THE CITY

# THE MANIFESTO

What's rotten in the  
workplace, and what  
we can do about it

**Fawcett**  
closing the inequality gap  
**wo** since **men**  
1866

### About Fawcett

The Fawcett Society is the UK's leading campaign for gender equality. When individual women are able to realise their potential, the benefits will be felt across society. The Fawcett Society makes a difference by campaigning for legislative change, influencing practice, and empowering women and men to effect change at a grassroots level.

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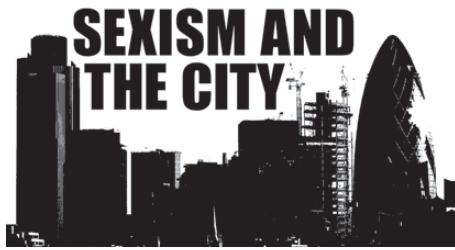
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# SEXISM AND THE CITY



# THE CAMPAIGN

## **Sexism: bad for women**

The City is one of the most economically prosperous areas in the world. But behind the conspicuous wealth of the City lies a hidden story of disadvantage and discrimination affecting women at all levels of business.

Nearly 40 years on from the outlawing of discrimination against women in the workplace – sexism in the City remains rife.

- **30,000 women lose their jobs each year simply because they are pregnant**
- **Only 11% of FTSE 100 company directors are women**
- **Women earn on average 17% less than their male counterparts**

This story of disadvantage is not unique to the City of London; it is a story replicated in towns and cities up and down the country. At every level in the workplace there operates a web of policies and practices that prevent women from participating on an equal footing.

Nor is it just women who pay the price:

## **Sexism: bad for men**

UK full-time employees work the longest hours in the EU. Rigid workplace structures mean that men get to spend less time with their families and are subject to the stereotype that caring for children is not a 'man's role'.

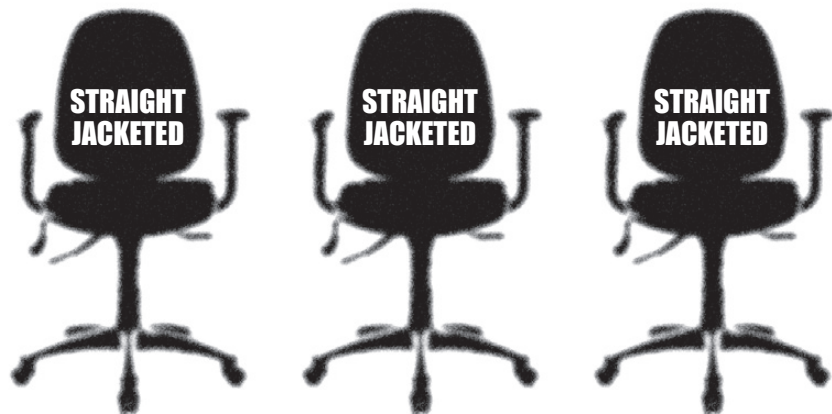
## **Sexism: bad for business**

A lack of flexible working currently means 6.6 million people are not fully using their skills and experience. For Britain to be competitive in global markets we need to be making full use of our country's talents – and this is simply not happening at present.

Sexism has no place in UK business or society in the 21st Century. The time for action is now.

The Sexism and the City campaign is shining a spotlight on the City and calling for an urgent transformation of workplace structures and attitudes. The City is at the heart of the UK economy. A transformed workplace here will set the standard for workplaces nationwide, and the action required from Government will apply to women and men in every UK workplace.

**Make sure YOU get involved!**  
**For more information about Sexism and the City visit**  
**[www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)**  
**or call 020 7253 2598**



Women and men are restricted by outdated workplace structures and cultures.

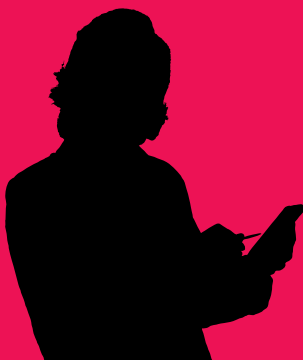
- Few senior flexible jobs mean mothers – who still do the bulk of caring at home – are forced into lower-paid, part-time work below their skill level <sup>1</sup>
- UK full-time employees work the longest hours in the EU <sup>2</sup>. This means women, as the primary carers, can't compete in a workplace where performance is judged according to hours put in, not quality of work produced
- Traditional 'women's work' is undervalued: women's employment is concentrated in the five 'C's – caring, cleaning, catering, clerical work and cashing – and is valued less than traditional 'men's work'. The annual pay of a mechanic is £17,700; that of a childcarer is £13,900 <sup>3</sup>

### WHAT IS FLEXIBLE WORKING?

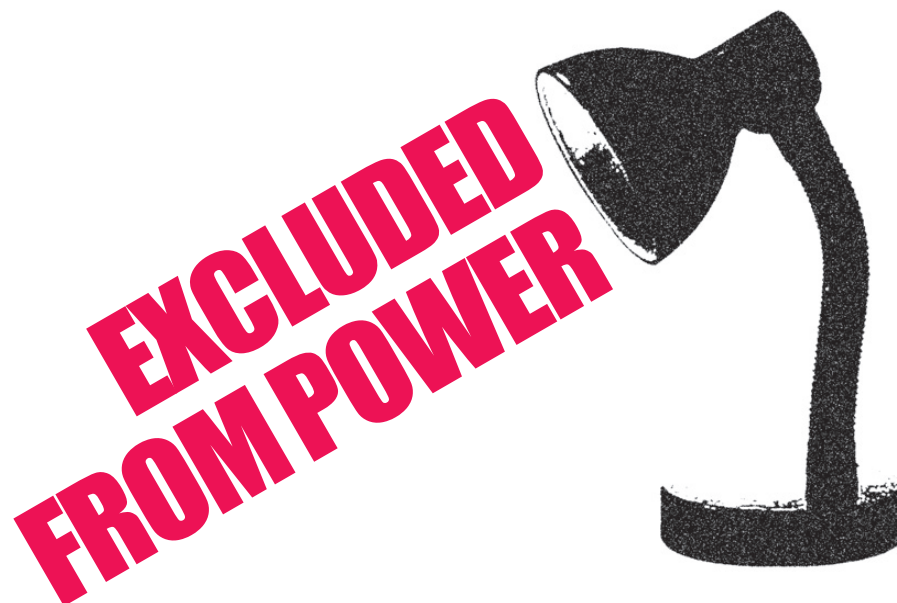
Flexible working involves employees having a say in when and where they work.

Jenny, Solicitor,  
City of London

"I have found it difficult to convince the partners that I am committed to my job and worthy of promotion while I am working part-time. There is very much a long hours culture and this is difficult to manage with a young family. Whilst the firm supports part-time working you have to go the extra mile to prove that you are as committed as when you worked full time."



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The 'glass ceiling' remains firmly in place in both the public and private sectors.

Women's exclusion from power is caused by a combination of factors, including a lack of senior flexible roles, the long working-hours culture, and plain 'old fashioned' discrimination about women's abilities.

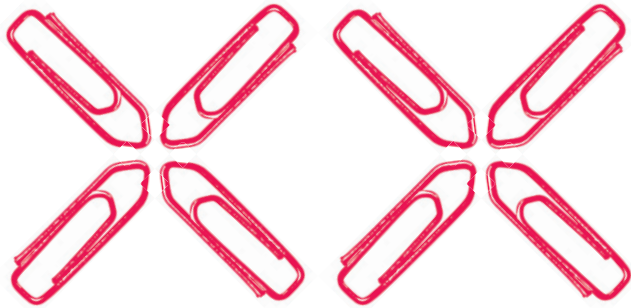
- Only 11% of FTSE 100 company directors are women <sup>4</sup>
- Women make up just 20% of MPs <sup>5</sup>
- Only 26% of Civil Service top management are women <sup>6</sup>

Ruth, former  
City worker

"A more senior position in my firm became available so I approached my manager to ask if I could be considered for it. He told me there was no point in me applying because I was female. He went on to say that women have to work much harder to get such a job. I was shocked and disappointed, and felt de-valued."



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# X CHROMOSOME DISCRIMINATION

Simply being female – having two X sex chromosomes – can stop you getting hired, cause you to get fired, or cause you to be sexually harassed.

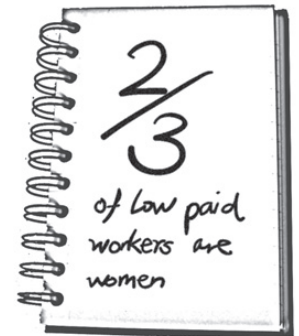
- Every year at least 30,000 women lose their jobs in the UK simply because they are pregnant<sup>7</sup>
- 18% of sex discrimination compensation awards were for sexual harassment in 2005<sup>8</sup>
- Of all groups, mothers experience the most discrimination in the labour market

Caroline, City worker

"I was having drinks with a friend in a hotel bar in my personal time, but seeing us, a senior manager from my firm came over and joined us for a drink. I was fine with this, but at the end of the evening when we were in the lift going to our rooms he pressed me against the wall and whispered sexual comments in my ear. I raised a grievance with my employer – but they did not have training and policies on sexual harassment and the issue wasn't taken any further."



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# IMPOVERISHMENT

Poverty has a female face. Nearly a million more women than men live in poverty in the UK<sup>9</sup>.

Women get trapped in low-paid, part-time work as these tend to be the jobs women can fit around their caring responsibilities.

- Two thirds of low paid workers are women<sup>10</sup>
- Nearly 1 in 5 women who work in London are at risk of poverty because they earn less than the London Living Wage<sup>11</sup>

**WHAT IS THE 'LIVING WAGE'?**  
The Living Wage is the real minimum rate of pay that enables a worker to provide a decent standard of living for themselves and their family. In London, the Living Wage currently stands at £7.20 per hour.

Aminah, cleaner in the City

"I have to get up early - at 4am to get to the offices by 5am. I have so many floors and rooms to clean by the end of my shift. I can't get back in time to take the kids to school so my friend picks them up. I get paid £5.52 an hour. It's not a lot, and we struggle sometimes."



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# SEXUAL EXPLOITATION



Visiting a lapdance club has become an increasingly normal way of entertaining business clients.

- The first UK lapdance club opened in 1995. Industry sources estimate there are now over 300 lapdance club venues operating in Britain <sup>12</sup>
- The buying and selling of sexual services occurs in some clubs, and women performers face high levels of harassment and poor working conditions <sup>13</sup>

- Under current legislation, local authorities have few powers to impose restrictions and conditions on lapdance clubs

Lapdance clubs normalise the sexual objectification of women and are counter to efforts to promote gender equality.

Lucy, former lapdance Club performer

"I found it tough, soul destroying, and it had begun to strip me of my humanity. You are forced to behave in a way which is consistently demeaning and submissive. The way you end up behaving in order to maximise your earnings, is to play dumb. You are required to pretend to find men attractive who you do not find attractive. It is entirely false. You are essentially totally and utterly objectified."



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# MONEY GAP

Women are paid less

than men



- Women working full-time earn on average 17% less than men <sup>14</sup>. This is the equivalent to men being paid all year and women working for free from the end of October
- Women working part-time earn on average 36% less than men working full-time <sup>15</sup>
- The UK has the largest pay gap in the European Union <sup>16</sup>

Emma, City worker

"I was performing extremely well in my firm and as a result took on the functions of a Director. However, I was told I had to 'prove myself' before the directorship was formalised and a pay rise given. There was no justifiable reason for this; I had outperformed all colleagues in my department. Shortly afterwards another Director was appointed (formally) on over double my salary without a requirement to 'prove himself'. To this day I am paid substantially less than all male Directors at my firm."



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# WHO NEEDS TO TAKE ACTION?

The complex interplay of causes and consequences of gender discrimination in the workplace means that one person, one business, or one initiative alone cannot end sexism.

Only when Government, businesses and individual employees finally come together to effect changes will we see an end to the divisions between women and men at work.

**Everyone has a crucial role to play.**

## **Government**

- Extend the right to work flexibly to all
- End the opt out of the EU Working Time Directive
- Make pay audits compulsory
- License lapdance clubs as Sex Encounter Establishments

## **Business**

- Pay all employees a living wage
- Don't fund the sex industry
- Implement and promote flexible working for all at every level
- Challenge cultures that discriminate against and stereotype women

## **You**

Join with Fawcett to challenge the structures and cultures that discriminate against women, and help us create a better workplace for everyone

## Sexism and the City is generously supported by:



**MAYOR OF LONDON**

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## The Fawcett Society campaigns for:

### Economic rights:

women's right to fair pay and fair treatment in the workplace

### Political rights:

women's right to a powerful voice in decision making

### Social rights:

women and men to break free from stereotypes

### Bodily rights:

women's freedom from violence, harassment and objectification



For more information on Fawcett and our work visit [www.fawcettsociety.org.uk](http://www.fawcettsociety.org.uk)

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# SEXISM AND THE CITY

## THE MANIFESTO

1. **Make work flexible for all employees at every level**
2. **End the long working hours culture**
3. **End commercial sexual exploitation**
4. **End the objectification of women**
5. **End gender stereotyping and discrimination**

### STAMP OUT SEXISM IN THE CITY