



**YOUNG  
WOMEN'S  
TRUST**

# It's (still) a rich man's world

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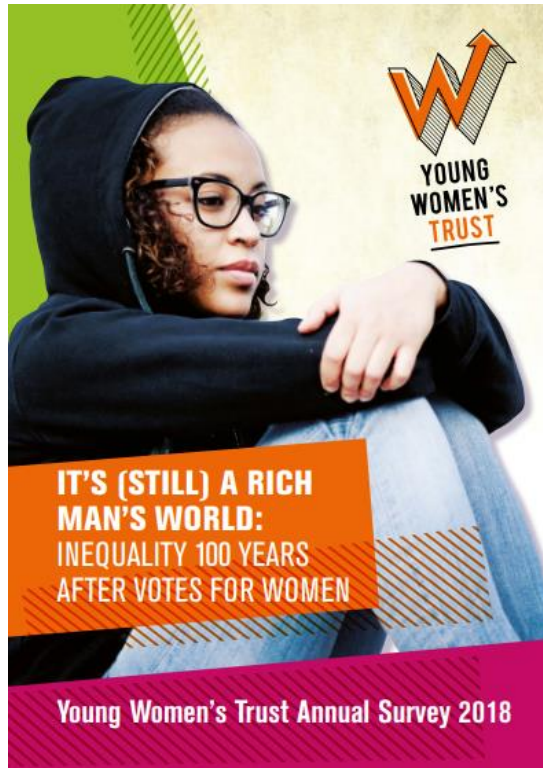
# About Young Women's Trust

Young Women's Trust supports and represents women aged 16-30 struggling to live on low or no pay in England and Wales and who are at risk of being trapped in poverty.



- Research
- Participation and advocacy
- Campaigns
- 'Work It Out' services
  - Free professional confidence and employability coaching
  - Free personalised job application and CV feedback

## Research



- Survey of 4,010 18-30 year olds, representative of the 5.5 million 18-30 year old women and 5.5 million 18-30 year old men in the UK
- YouGov survey of 816 senior HR decision makers, representative of the UK business population by size, sector and region



# Money and Work

## Young Women worst affected by financial problems

**4 IN 10** YOUNG  
WOMEN  
**AND 29% OF YOUNG MEN**  
STRUGGLE TO MAKE THEIR CASH LAST  
TO THE END OF THE MONTH



- 23% of young women, and 19% of young men are in debt all the time
- Just 1 in 3 young women are comfortable, compared to 45% of young men
- 1 in 5 young people are reliant on parents to last until the end of the month
- Half of young women, and 38% of young men, would struggle to meet unexpected costs



# Young women face low pay and discrimination

**1 IN 5**  
**YOUNG WOMEN**  
REPORTED BEING PAID LESS  
THAN MALE COLLEAGUES FOR  
**SIMILAR WORK**



- 1 in 5, or 1.1 million, young women have been offered pay below the minimum wage
- 4 in 10, or 2.2 million, worry about job security
- Half are worried about how much their job pays
- 1 in 3 believe they will never be able to retire



**Health, wellbeing  
and confidence**

## Poor mental health affects young women worst

**44% OF YOUNG WOMEN  
AND 34% OF  
YOUNG MEN  
ARE WORRIED ABOUT  
THEIR MENTAL HEALTH**



- More than 1 in 5 young people report they are depressed
- 1 in 4 young people feel lonely, and 18% say they have no one to turn to
- 4 in 10 feel worn down
- Just 18% of young women and 32% of young men said they feel confident



## Clear links between mental health and work

**MORE THAN HALF  
OF YOUNG WOMEN  
AND 42% OF YOUNG MEN  
SAY THAT WORK HAS A  
NEGATIVE IMPACT  
ON THEIR MENTAL HEALTH**



- 1 in 3 young women say their mental health has affected their ability to seek work. This rose to 39% for young women from socio-economic group DE.
- 1 in 5 say it has affected their ability to stay in work. This rose to over 1 in 4 for young women from socio-economic group DE.

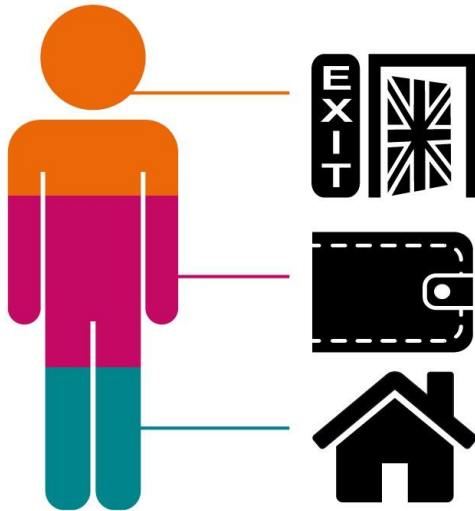
# What makes young people anxious?

## YOUNG MEN

**BREXIT** – 40%

**CURRENT FINANCIAL SITUATION** – 36%

**NOT EARNING ENOUGH TO LIVE ON** – 30%

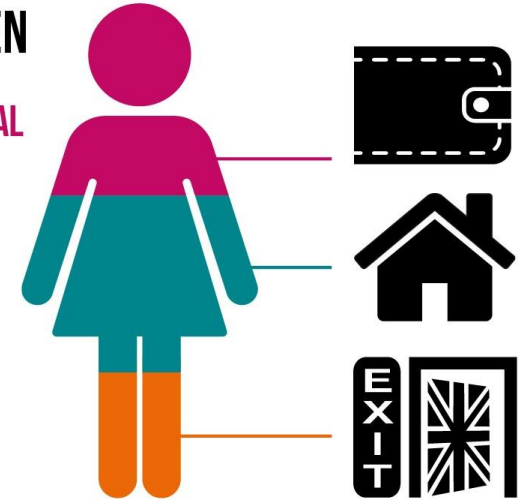


## YOUNG WOMEN

**CURRENT FINANCIAL SITUATION** – 47%

**NOT EARNING ENOUGH TO LIVE ON** – 44%

**BREXIT** – 36%





# Discrimination and harassment at work

## Employers say babies are bad for business

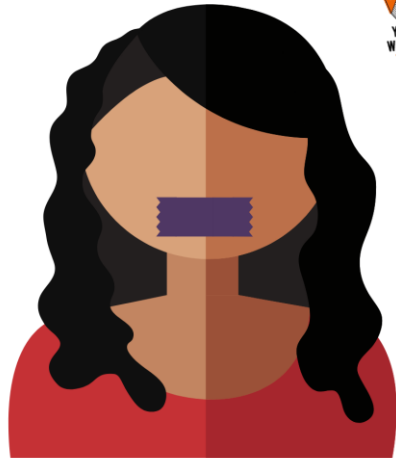
**43% OF YOUNG WOMEN  
WITH CHILDREN  
REPORTED FACING  
MATERNITY  
DISCRIMINATION  
AT WORK**



- 1 in 5 UK employers admit that if a woman is pregnant or has children, it has an impact on decisions about whether to promote them.
- 1 in 8 employers said women are taken less seriously when they come back from maternity leave
- 1 in 7 employers would be reluctant to hire women who might have children

## Sexual harassment at work is not being addressed

**ONE IN FIVE**  
YOUNG WOMEN SAY THEY'RE  
**TOO SCARED**  
TO REPORT SEXUAL HARASSMENT  
**AT WORK**



- 1 in 7 young women have experienced but not reported sexual harassment
- 1 in 4 fear they would lose their job
- 1 in 3 do not know how to report