**100 Years On – Is Workplace Equality a Reality?**

**Survey Results & Comments**

100 years after women gained the right to vote, public services union, UNISON surveyed 150 members to reveal the truth behind workplace equality.

The million-strong union, which has 100,000 members in Wales, is predominantly female in membership and is known for campaigning for better rights at work for carers, school support staff, healthcare workers, council staff and more.

**71% of respondents said they think women have NOT achieved equality in the workplace**

Examples given – parental leave is still not shared equally between parents, equal pay has still not been achieved, high ratio of male managers to female, women having the lion’s share of caring responsibilities.

There is still pressure (on women) to ‘have it all’ whereas aspirations and expectations are lower for men.

**61% of respondents have witnessed or experienced sexism in the workplace**

Being told by a manager that they don’t feel completely confident I can do my job because I’m female.

Jokes, being overlooked for promotion, pet names - babes, darling, sweetie etc.

Being told that my ‘domestic situation’ isn’t my employers fault.

Derogatory remarks about achievements of women by management.

I witness men speaking for their female colleagues every day.

Men ‘gawping’ at women.

A manager in a previous employment commented on the 'cleavage' of co-workers as if this was acceptable.

(My) job role being changed completely following maternity leave and missing out on training due to being part time.

When taking up a promotion that would've involved me working closely with a male colleague, it was suggested that I consult with my partner first.

Women (are) being expected to take minutes in meetings or make the tea and coffee despite it not being part of their job.

A female teacher was instructed by a male teacher who was giving her feedback from an observation lesson to use the fact that some of the male students found her attractive to her advantage.

Men are more likely to get manual jobs.

(I was) questioned about my future plans for a family by a manager.

(Managers) giving statistical analysis to a man as 'they are good at maths'.

**Whilst 62% of respondents said they felt able to challenge sexism, 20% felt they were unable or didn’t know how to challenge the behaviour**

It would bring on more trouble.

If you challenge management you are threatened and/or bullied

I did challenge and was told it was a career limiting move.

More tools in place now to help challenge it (sexism).

I would be fearful it would jeopardise my own position.

Many respondents commented that they have now become a trade union representative to speak up for others.

I may feel able to challenge it (sexism) as part of a collective, but not able to as an individual as I fear I would be labelled a trouble-maker.

**59% of respondents said they have had to make reasonable adjustments at work as the result of being a woman**

A number of examples provided such as part time working, flexible working, term time only working, and changes in career to suit domestic situations.

My children will soon be leaving full time education. I work in a school as a Teaching Assistant. I will need to change careers as unless you are married/ partnered with someone earning enough to compensate for the low income, or you are in receipt of child top up benefits, you cannot earn enough to live. Over ten years working in education, a BSC hons in childhood studies: education all completely wasted. Should this have been a male dominated career path, this would not be the case. (There is) too much expectation on women to do work for free due to cuts.

As a mother, (I worked) part-time, in low paid work to fit in with school holidays, etc. Once out of that situation, I have made a career but (I have) been blocked from promotions several times due to 'business need'.

I went from full time to part time due to child care. I now remain on reduced hours due to caring for an elderly parent, when going for promotion I was told the role is not suitable for part time workers and it was given to a full time colleague who is much younger with less experience.

Childcare means I have stayed longer in one role as opposed to trying to move up the career ladder.

I changed my position after marriage, but now I have a perceived ‘less important’ career.

I had to fight to get back to 40 hour week.

I feel I have to work a lot harder and do a lot of extra work to gain the same as some male colleagues.

I had to work hours that fitted around child care, which was often at weekends or evenings. This impacted on family life as we were very rarely all together.

My contract was not renewed when I was on maternity leave so I found a part time job closer to home (although it paid less). Prior to having children, I always earned the same or more than my husband but now I earn 10k less than him based on FTE. I currently work 4 days a week but it's very difficult to progress in my career despite being ambitious.

I reduced my working week in order to have a day off with my daughter. I asked my husband if we could both consider working a compressed fortnight in order for us to both fulfil childcare responsibilities but he did not feel able to request it or had no will to do so despite being in a senior position.

(The) menopause has required me to make changes at work – although its primarily self managed e.g. trying not to arrange meetings when having a bad day, making excuses when having a bad day and suffering from 'brain fog'.

**What do you think is women’s greatest achievement since achieving the right to vote?**

Examples of successful disputes and victories including the Dagenham women.

(Women are) better educated.

(Women) undertaking senior and leadership roles e.g. Woman Prime Ministers, in 2017 Cressida Dick was appointed as the first female Met Police Commissioner etc.

Legislation on women’s and children’s rights –discrimination law, Equality Act, maternity/pregnancy rights, equal pay, the right to control fertility and abortion rights, domestic abuse provisions, equal property rights.

Women now have a stronger voice at work through their trade unions.