

What are COVID-19 reports telling us?

COVID-19 Impact on Women

Report	Key Headlines	Recommendations
<p>Women's Budget Group</p> <p>New polling: Public wants an economy that prioritises care and equality and they are willing to pay more tax for this</p>	<ul style="list-style-type: none"> • People are willing to pay more tax to support the investment in care • People are willing to pay more tax to support well-paid and secure jobs for everyone • People want to see priority given to: <ul style="list-style-type: none"> - investment in care services and social security - alongside more government support for women and men to share care equally 	<ul style="list-style-type: none"> • Create a caring economy which will not only benefit women, but everyone • Create an economy that looks beyond GDP and actually works to make a real impact on the quality of people's everyday lives. • Invest in public services that can help protect the most vulnerable • Invest in the following seen as more important to the future of the economy than the Government's preference for investment in transport and technology: <ul style="list-style-type: none"> - social care - health - education
<p>The Female Founders Forum</p> <p>Resilience & Recovery</p>	<ul style="list-style-type: none"> • As much as £250 billion of new value could be added to the UK economy if women started and scaled businesses at the same rate as men." • Female-led companies have been disproportionately impacted throughout the pandemic • Equity-backed businesses founded by women are 2 x likely to be in a critical or severe condition than those founded by men 	<ul style="list-style-type: none"> • Create policies which make it easier for women to run businesses, access funding, and gain support • Actively promote funding schemes towards female entrepreneurs • Publish sex-disaggregated data on support schemes • Engage directly with female entrepreneurs when designing future support



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<p>Northern Power Women Levelling Up by Powering On</p>	<ul style="list-style-type: none"> • We must level up the country through gender, race, and socioeconomic status to support our people and support the economy. • A detailed account of conversations held with 150 cross sector female leaders and influences across six regions of the North • Covid is increasing inequality and our economy will not cope • GDP is not a true measure of progress • Women, BAME groups, and under 25s have been particularly hard hit by COVID-19 	<ul style="list-style-type: none"> • Give women a seat at the table • Invest in women, not just financially • Invest in women as future talent • Calling for fairness and equality for small ltd companies excluded by gov support packages
<p>The Women's Organisation Rethinking the Economy for an Inclusive and Sustainable Future</p>	<ul style="list-style-type: none"> • COVID-19 has exposed and exacerbated the deep inequalities of gender, race, disability, and wealth within our society • Women make up the majority of care sector workers • Women carry out on average 60% more unpaid care than men. This unpaid care is estimated to be worth £77 billion per year to UK economy • COVID-19 has impacted women socially and economically at a disproportionate level due to pre-existing inequalities • Only 15% of SME employers are women-led • 60% of new business growth within UK can be attributed to women 	<ul style="list-style-type: none"> • Reposition the care sector as a high value and economic contributor to society • Reward the care sector as the highly skilled and essential element of society that it is through increased pay structures, and training and support. • Invest in effective and coordinated business support to address the disparities within the entrepreneurial sector

Gender Pay Gap

Report

Key Headlines

Recommendations

Fawcett Society & King's College

London

Gender Pay Gap Reporting: A comparative analysis

- UK to catch up with other countries on gender pay reporting if it is to see faster progress on gender equality
- Gender pay gap reporting suspended this year due to COVID-19
- Gender pay gap reporting is useful way to get employers to reflect on pay inequality in their organisation and address it

- Report sex-disaggregated data:
 - re-instate gender pay gap reporting
 - make it mandatory for all private sector companies
- Lower minimum employee threshold for gender pay gap reporting to get more complete picture of how women are managing through current economic disruption

Fawcett Society

The Coronavirus Crossroads: Equal Pay Day Report 2020

- 1 in 3 working mothers have lost work or hours due to childcare during pandemic
- 43% working women, 50% working BAME women worried about job or promotion
- The pandemic is widening the gender pay gap

- Government to legislate to make all jobs flexible
- Government should reform parental leave to create longer, better paid period of reserved leave for fathers and second carers.

The Financial Times

Gender Pay Gap: How women are short-changed in the UK

- 90% women work for a company that pays them less
- 75% of UK companies pay male staff more than female staff.
- 9/17 sectors in the economy, men earn 10% or more on average than women
- Despite several educational employers having a female-dominated work, only 9% pay female staff more or the same as male staff

- Initiatives need to be knitted together across government to improve gender pay imbalance in the workplace
- Include private sector companies in gender pay gap reporting to ensure all public and private sector companies are working to improve gender pay imbalance
- Disseminate best practice around which gender pay policies are the most effective

Entrepreneurship

Report

Enterprise Research Centre

Support for entrepreneurs critical for post COVID recovery

Key Headlines

- Entrepreneurs starting and growing their businesses will be key to a return of global growth
- Clear gaps in support for many early-stage entrepreneurs
- Fear measures being implemented early on to help are being withdrawn too soon

Recommendations

- Prioritise clear communication and reduce red tape to help entrepreneurs take advantage of changes in tech and consumer behaviour since the start of pandemic

Green Economy

Report

2030 HUB

Sustainable Development Goals Report for LCC

Key Headlines

- 48% of Liverpool residents, including 57% of Liverpool's children, live in the most deprived 10% of the UK
- 6 recommended development goals of this report:
 - No poverty
 - Good health and wellbeing
 - Decent work & economic growth
 - Reduced inequalities
 - Sustainable cities and communities
 - Climate action

Recommendations

- Harness Liverpool's unique opportunity to become authentic global leader in sustainable development
- Align Liverpool City Plan with SDG framework and development goals

Working Hours

Report

Key Headlines

Recommendations

Compass

Burnout Britain:
Overwork in an age of
unemployment

- In 2018/19 stress, depression, or anxiety accounted for 44% of all work-related ill health cases
- COVID-19 has exacerbated these trends due to a collapse of work/life balance
 - Prevalence of mental distress among workers is now 49% higher compared to 2017-19
- ¼ of people in the North West, having taken time off due to mental health issues related to their workplace, are seeking fewer working hours
- Women disproportionately affected by mental health impacts of COVID-19
- There is a major gender impact of working from home:
 - 86% of women doing standard working week alongside childcare greater than or equal to UK average experienced mental distress
 - Women provide 74% of all childcare time in UK and spend on average 26 hours a week doing unpaid domestic labour, whereas men only do 16 hours.

- Redesign working week to reflect mental health impacts and differing gender effects of COVID-19
- Introduce four day working week

Links to Reports

- **New polling: Public wants an economy that prioritises care and equality and they are willing to pay more tax for this** - Women's Budget Group.
<https://wbg.org.uk/media/press-releases/new-polling-public-wants-an-economy-that-prioritises-care-and-equality-and-they-are-willing-to-pay-more-tax-for-this/>
- **Resilience & Recovery** - The Female Founders Forum
<https://home.barclays/content/dam/home-barclays/documents/news/2020/Resilience%20and%20Recovery.pdf>
- **Levelling Up by Powering On** - Northern Power Women
<https://www.northernpowerwomen.com/wp-content/uploads/2020/09/Levelling-Up-by-Powering-On-Report.pdf>
- **Rethinking the Economy for an Inclusive and Sustainable Future** - The Women's Organisation
<https://www.thewomensorganisation.org.uk/wp-content/uploads/2020/10/Rethinking-the-Economy-for-an-Inclusive-and-Sustainable-Future.pdf>
- **Gender Pay Gap Reporting: A comparative analysis** - Fawcett Society & King's College London
<https://www.kcl.ac.uk/giwl/assets/gender-pay-gap-reporting-a-comparative-analysis.pdf>
- **The Coronavirus Crossroads: Equal Pay Day Report 2020** - Fawcett Society
<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=dbe15227-4c02-4102-bbf2-dce0b415e729>
- **Gender Pay Gap: How women are short-changed in the UK** - The Financial Times
<https://ig.ft.com/gender-pay-gap-UK/>
- **Support for entrepreneurs critical for post-COVID recovery** - Enterprise Research Centre
<https://www.aston.ac.uk/latest-news/support-entrepreneurs-critical-post-covid-recovery-new-gem-report>
- **Sustainable Development Goals Report for LCC** - 2030hub
<https://the2030hub.com/>
- **Burnout Britain: Overwork in an age of unemployment** - Compass
<https://www.compassonline.org.uk/wp-content/uploads/2020/10/Burnout-Britain-overwork-in-an-age-of-unemployment.pdf>

