



**YOUNG  
WOMEN'S  
TRUST**

**An equal  
world of work**



# About Young Women's Trust

Young Women's Trust is the leading organisation championing young women aged 18 to 30 on low or no pay.



# Setting the scene: An equal world of work

## What YWT want to achieve

A world where young women are valued, can make choices and look forward to a fairer financial future.

## Why they're campaigning for change

Young women face inequality from the start of their working lives earning a fifth less than young men each year. This gap in income only grows as a women gets older. Put simply young women don't have equal chances to reach their potential and thrive – and we're all losing out.


## What action is needed

- Ensuring fair and equal pay
- Removing unfair barriers to work
- Supporting young women to progress
- Better job security
- Ending discrimination for good



# The income gap explained

Young Women's Trust explains The Income Gap



Young Women's Trust explains  
**The Income Gap**

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Scroll for details

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# Let's face facts...

1. Half of young women (50%) have faced discrimination
2. Almost a quarter (23%) of young women have been paid less than young men for the same work. Despite this being illegal.
3. Over a third of young women (35%) say their hopes for the future have got worse over the last 12 months.
4. 15% of HR decision makers still think that men are more suited to senior management jobs than women.
5. Young women are more likely than young men to have been offered a zero hours contract – 42% compared to 33%.



# International Women's Day

This International Women's Day let's celebrate the power and promise of young women and banish inequality and sexist attitudes for good. Small actions can go a long way in helping young women on their journey to achieving great things.



# International Women's Day



## What are you going to do?

### AT HOME

- ✓ **Share the load!** We can all cook, clean and provide care, it's time to step up. In 2020, over 50% of young women we surveyed said unpaid work gets in the way of them being able to take on paid work..
- ✓ **Take your parental leave if you can.** Sharing childcare longer-term, will have a positive impact on women's careers.

### AT WORK

- ✓ **If you're an employer show the salary!** To help close the gender pay gap, display the salary on all job ads.  
If a young woman is interrupted, whether in a meeting or an informal conversation, call it out or apologise.
- ✓ **Don't assume young women are incapable of doing a task because of their age.** Give them opportunities to try and offer constructive feedback to help them succeed.

### IN YOUR COMMUNITY

- ✓ **Pass on opportunities and share your networks.** Could a young woman in your life benefit from being introduced to someone else in your network? Put them in touch.
- ✓ **Call out everyday sexism and misogyny wherever you see it.** Whether it's on social media, at work, in public or at home, don't just let it pass.

### AND DON'T FORGET, ANYONE CAN...

- ✓ **Signpost a young woman to our Work It Out coaching and CV feedback service.**
- ✓ **Donate to support our work with young women.**



**What could you do to  
support a young  
woman you know?**





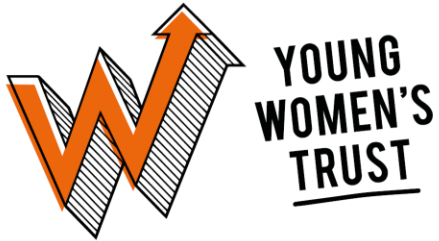
# Get support from YWT

- Coaching
- CV feedback
- YW Teas



# What will you do next?

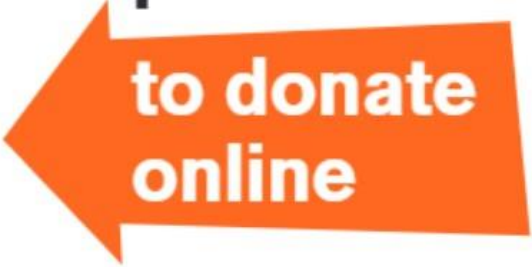
- Campaign online
- Join Young Women's Trust's online community
- Donate to Young Women's Trust
- Become a corporate partner



# Support YWT's work



scan your  
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to donate  
online





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**Thank you**