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
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 phone here to donate online

YOUNG WOMEN'S TRUST
Thank you