

## YouGov Survey Results

Young Womens Trust

Sample size: 800 employees with HR decision making responsibility.

Fieldwork: 5th April - 3rd May 2017



| Total | Gender |        | Sector         |               |                        | Organisation region (net) |          |       |                  | Organisation size |     |
|-------|--------|--------|----------------|---------------|------------------------|---------------------------|----------|-------|------------------|-------------------|-----|
|       | Male   | Female | Private sector | Public sector | Third/voluntary sector | South                     | Midlands | North | Devolved nations | Large             | SME |
|       | CA     | CB     | A              | B             | C                      | AZ                        | BA       | BB    | BC               | BF                | BG  |

Which, if any, of the following have you been aware of in your workplace in the past year (i.e. since April 2016)?

|   | Unweighted base | 800 | 477 | 323 | 617 | 99  | 84  | 215 | 104 | 147 | 111 | 178 | 622 |
|---|-----------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Base: All HR decision makers</b>                                 | 800             | 461 | 339 | 584 | 168 | 48  | 171 | 87  | 130 | 113 | 113 | 472 | 328 |
| Formal reports of sexual harassment                                 | 7%              | 8%  | 6%  | 6%  | 12% | 3%  | 7%  | 3%  | 6%  | 8%  | 8%  | 10% | 2%  |
| Sexual harassment that has not been reported                        | 8%              | 8%  | 9%  | 8%  | 12% | 1%  | 13% | 2%  | 5%  | 6%  | 6%  | 12% | 4%  |
| Women being asked family-related questions in job interviews        | 6%              | 4%  | 7%  | 6%  | 4%  | 1%  | 7%  | 2%  | 5%  | 3%  | 3%  | 8%  | 3%  |
| A woman being overlooked for a promotion she deserved               | 6%              | 3%  | 9%  | 6%  | 7%  | 3%  | 7%  | 2%  | 3%  | 6%  | 6%  | 7%  | 4%  |
| Women being paid less than men for jobs at the same level           | 10%             | 6%  | 16% | 10% | 13% | 3%  | 9%  | 6%  | 10% | 9%  | 9%  | 13% | 7%  |
| Young people being paid less than older workers doing the same work | 13%             | 14% | 13% | 15% | 11% | 4%  | 13% | 14% | 17% | 10% | 10% | 16% | 10% |
| Women being penalised for not adhering to a dress code              | 3%              | 2%  | 3%  | 2%  | 5%  | -   | 3%  | 8%  | 1%  | 6%  | 6%  | 3%  | 2%  |
| Men facing stigma for taking parental leave                         | 7%              | 7%  | 6%  | 7%  | 5%  | -   | 5%  | 2%  | 8%  | 6%  | 6%  | 8%  | 4%  |
| Internal opposition to gender pay gap reporting                     | 2%              | 3%  | 2%  | 3%  | 0%  | -   | 3%  | 0%  | 5%  | -   | -   | 2%  | 2%  |
| Women being refused flexible or part-time working                   | 14%             | 8%  | 22% | 13% | 19% | 5%  | 12% | 13% | 17% | 10% | 10% | 20% | 4%  |
| None of the above   | 63%             | 68% | 56% | 61% | 61% | 86% | 69% | 71% | 62% | 64% | 64% | 52% | 79% |

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|-------|--------|--------|----------------|---------------|------------------------|---------------------------|----------|-------|------------------|-------------------|-----|
|       | Male   | Female | Private sector | Public sector | Third/voluntary sector | South                     | Midlands | North | Devolved nations | Large             | SME |
|       | CA     | CB     | A              | B             | C                      | AZ                        | BA       | BB    | BC               | BF                | BG  |

On Thursday 23 June 2016 the EU referendum took place and the people of the United Kingdom voted to leave the European Union (Source: GOV.UK). What do you think the short-term and long-term economic implications of the UK's vote to leave the EU for young people aged 18-30 years of age living in the UK will be?: - Short-term (1-3 years)

|                                     |            |            |            |            |            |            |            |            |            |            |            |            |
|-------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Unweighted base                     | 800        | 477        | 323        | 617        | 99         | 84         | 215        | 104        | 147        | 111        | 178        | 622        |
| <b>Base: All HR decision makers</b> | <b>800</b> | <b>461</b> | <b>339</b> | <b>584</b> | <b>168</b> | <b>48</b>  | <b>171</b> | <b>87</b>  | <b>130</b> | <b>113</b> | <b>472</b> | <b>328</b> |
| Very positive                       | 9%         | 11%        | 7%         | 13%        | 0%         | 2%         | 4%         | 21%        | 13%        | 6%         | 10%        | 8%         |
|                                     |            |            |            | B.C        | *          | *          |            | AZ.BC*     | AZ*        | *          |            |            |
| Fairly positive                     | 15%        | 16%        | 14%        | 15%        | 18%        | 6%         | 16%        | 21%        | 21%        | 9%         | 17%        | 12%        |
|                                     |            |            |            | *          | *          | *          |            | *          | BC*        | *          |            |            |
| Neither positive or negative        | 20%        | 23%        | 16%        | 21%        | 20%        | 17%        | 24%        | 14%        | 21%        | 18%        | 18%        | 24%        |
|                                     |            |            |            | *          | *          | *          |            | *          | *          | *          |            |            |
| Fairly negative                     | 29%        | 29%        | 30%        | 28%        | 32%        | 36%        | 32%        | 26%        | 24%        | 20%        | 31%        | 27%        |
|                                     |            |            |            | *          | *          | *          |            | *          | *          | *          |            |            |
| Very negative                       | 20%        | 17%        | 24%        | 17%        | 25%        | 36%        | 17%        | 16%        | 17%        | 39%        | 17%        | 24%        |
|                                     |            |            |            | *          | *          | A*         |            | *          | *          | AZ.BA.BB*  |            |            |
| Don't know                          | 6%         | 4%         | 8%         | 7%         | 4%         | 4%         | 8%         | 2%         | 4%         | 9%         | 7%         | 5%         |
|                                     |            |            |            | *          | *          | *          |            | *          | *          | *          |            |            |
| <b>Net: Positive</b>                | <b>25%</b> | <b>27%</b> | <b>22%</b> | <b>28%</b> | <b>19%</b> | <b>7%</b>  | <b>20%</b> | <b>43%</b> | <b>34%</b> | <b>15%</b> | <b>27%</b> | <b>21%</b> |
|                                     |            |            |            | C          | *          | *          |            | AZ.BC*     | AZ.BC*     | *          |            |            |
| <b>Net: Negative</b>                | <b>49%</b> | <b>46%</b> | <b>54%</b> | <b>45%</b> | <b>57%</b> | <b>72%</b> | <b>49%</b> | <b>42%</b> | <b>40%</b> | <b>58%</b> | <b>48%</b> | <b>50%</b> |
|                                     |            |            |            | *          | *          | A*         |            | *          | *          | BB*        |            |            |

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Fieldwork: 5th April - 3rd May 2017



| Total | Gender |        | Sector         |               |                        | Organisation region (net) |          |       |                  | Organisation size |     |
|-------|--------|--------|----------------|---------------|------------------------|---------------------------|----------|-------|------------------|-------------------|-----|
|       | Male   | Female | Private sector | Public sector | Third/voluntary sector | South                     | Midlands | North | Devolved nations | Large             | SME |
|       | CA     | CB     | A              | B             | C                      | AZ                        | BA       | BB    | BC               | BF                | BG  |

On Thursday 23 June 2016 the EU referendum took place and the people of the United Kingdom voted to leave the European Union (Source: GOV.UK). What do you think the short-term and long-term economic implications of the UK's vote to leave the EU for young people aged 18-30 years of age living in the UK will be?: - Long-term (3 years +)

|                                     | Unweighted base | 800        | 477        | 323        | 617        | 99         | 84         | 215        | 104        | 147        | 111        | 178        | 622 |
|-------------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----|
| <b>Base: All HR decision makers</b> | 800             | 461        | 339        | 584        | 168        | 48         | 171        | 87         | 130        | 113        | 472        | 328        |     |
| Very positive                       | 20%             | 25%        | 14%        | 23%        | 14%        | 5%         | 16%        | 34%        | 31%        | 15%        | 21%        | 19%        |     |
|                                     |                 | CB         | C          | C          | *          | *          | AZ.BC*     | AZ.BC*     | *          | *          | *          | *          |     |
| Fairly positive                     | 16%             | 17%        | 16%        | 16%        | 17%        | 10%        | 23%        | 17%        | 18%        | 8%         | 17%        | 15%        |     |
|                                     |                 | *          | *          | *          | *          | *          | BC         | *          | *          | *          | *          | *          |     |
| Neither positive or negative        | 10%             | 12%        | 7%         | 10%        | 8%         | 7%         | 10%        | 7%         | 4%         | 7%         | 8%         | 12%        |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| Fairly negative                     | 15%             | 14%        | 17%        | 15%        | 15%        | 17%        | 16%        | 15%        | 13%        | 15%        | 13%        | 18%        |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| Very negative                       | 31%             | 27%        | 35%        | 26%        | 41%        | 53%        | 26%        | 26%        | 27%        | 46%        | 32%        | 29%        |     |
|                                     |                 | A*         | A*         | A*         | A*         | A*         | *          | *          | AZ.BA.BB*  | *          | *          | *          |     |
| Don't know                          | 8%              | 6%         | 10%        | 9%         | 4%         | 8%         | 8%         | 3%         | 7%         | 10%        | 8%         | 7%         |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| <b>Net: Positive</b>                | <b>36%</b>      | <b>41%</b> | <b>30%</b> | <b>40%</b> | <b>31%</b> | <b>16%</b> | <b>39%</b> | <b>50%</b> | <b>49%</b> | <b>23%</b> | <b>38%</b> | <b>34%</b> |     |
|                                     |                 | CB         | C          | C          | *          | *          | BC         | BC*        | BC*        | *          | *          | *          |     |
| <b>Net: Negative</b>                | <b>46%</b>      | <b>41%</b> | <b>53%</b> | <b>41%</b> | <b>57%</b> | <b>70%</b> | <b>43%</b> | <b>40%</b> | <b>40%</b> | <b>60%</b> | <b>45%</b> | <b>47%</b> |     |
|                                     |                 | CA         | A*         | A*         | A*         | A*         | *          | *          | *          | AZ.BA.BB*  | *          | *          |     |

To what extent, if at all, do you agree or disagree with the following statements? (Please select one option in each row) - Sexism in the workplace still exists

|                                     | Unweighted base | 800        | 477        | 323        | 617        | 99         | 84         | 215        | 104        | 147        | 111        | 178        | 622 |
|-------------------------------------|-----------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----|
| <b>Base: All HR decision makers</b> | 800             | 461        | 339        | 584        | 168        | 48         | 171        | 87         | 130        | 113        | 472        | 328        |     |
| Strongly agree                      | 19%             | 13%        | 27%        | 18%        | 19%        | 29%        | 14%        | 14%        | 24%        | 20%        | 22%        | 15%        |     |
|                                     |                 | CA         | CA         | *          | *          | *          | *          | *          | *          | *          | *          | BG         |     |
| Tend to agree                       | 44%             | 40%        | 49%        | 42%        | 46%        | 55%        | 42%        | 46%        | 41%        | 43%        | 41%        | 48%        |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| Neither disagree or agree           | 16%             | 19%        | 11%        | 17%        | 14%        | 7%         | 16%        | 16%        | 14%        | 15%        | 16%        | 15%        |     |
|                                     |                 | CB         | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| Tend to disagree                    | 12%             | 16%        | 6%         | 12%        | 12%        | 4%         | 14%        | 13%        | 13%        | 15%        | 11%        | 13%        |     |
|                                     |                 | CB         | *          | *          | *          | *          | *          | *          | *          | *          | *          | BD         |     |
| Strongly disagree                   | 7%              | 9%         | 5%         | 7%         | 9%         | 4%         | 9%         | 6%         | 6%         | 6%         | 8%         | 5%         |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| Don't know                          | 2%              | 2%         | 2%         | 3%         | -          | -          | 4%         | 4%         | 1%         | 1%         | 2%         | 3%         |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | BE         |     |
| Not applicable                      | 0%              | 0%         | 0%         | 0%         | 0%         | -          | 0%         | 0%         | 0%         | 0%         | -          | 1%         |     |
|                                     |                 | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          | *          |     |
| <b>Net: Agree</b>                   | <b>63%</b>      | <b>54%</b> | <b>76%</b> | <b>61%</b> | <b>64%</b> | <b>85%</b> | <b>57%</b> | <b>60%</b> | <b>65%</b> | <b>63%</b> | <b>63%</b> | <b>63%</b> |     |
|                                     |                 | CA         | CA         | *          | *          | A.B*       | *          | *          | *          | *          | *          | *          |     |
| <b>Net: Disagree</b>                | <b>19%</b>      | <b>25%</b> | <b>10%</b> | <b>19%</b> | <b>22%</b> | <b>8%</b>  | <b>23%</b> | <b>19%</b> | <b>19%</b> | <b>21%</b> | <b>19%</b> | <b>18%</b> |     |
|                                     |                 | CB         | *          | *          | *          | *          | *          | *          | *          | *          | *          | BD         |     |

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|       | Male   | Female | Private sector | Public sector | Third/voluntary sector | South                     | Midlands | North | Devolved nations | Large             | SME |
|       | CA     | CB     | A              | B             | C                      | AZ                        | BA       | BB    | BC               | BF                | BG  |

To what extent, if at all, do you agree or disagree with the following statements? (Please select one option in each row) - Sexism in my organisation still exists

|                              |     |     |     |     |     |     |     |     |     |     |            |            |
|------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------------|------------|
| Unweighted base              | 800 | 477 | 323 | 617 | 99  | 84  | 215 | 104 | 147 | 111 | 178        | 622        |
| Base: All HR decision makers | 800 | 461 | 339 | 584 | 168 | 48  | 171 | 87  | 130 | 113 | 472        | 328        |
| Strongly agree               | 9%  | 5%  | 15% | 10% | 7%  | 2%  | 10% | 2%  | 9%  | 7%  | 14%        | 3%         |
|                              |     |     | CA  |     | *   | *   |     | *   | *   | *   | BD, BE, BG |            |
| Tend to agree                | 21% | 19% | 25% | 17% | 33% | 30% | 20% | 11% | 21% | 19% | 27%        | 14%        |
|                              |     |     | A*  |     | A*  | *   |     | *   | *   | *   | BD, BG     | BD         |
| Neither disagree or agree    | 16% | 17% | 15% | 17% | 12% | 14% | 14% | 16% | 16% | 19% | 18%        | 13%        |
|                              |     |     | *   |     | *   | *   |     | *   | *   | *   | *          | *          |
| Tend to disagree             | 22% | 25% | 18% | 22% | 23% | 22% | 21% | 34% | 18% | 24% | 22%        | 23%        |
|                              |     |     | *   |     | *   | *   |     | BB* | *   | *   | *          | BD         |
| Strongly disagree            | 29% | 32% | 24% | 30% | 23% | 31% | 32% | 32% | 33% | 27% | 19%        | 43%        |
|                              |     |     | *   |     | *   | *   |     | *   | *   | *   | *          | BE, BF     |
| Don't know                   | 1%  | 1%  | 1%  | 1%  | 2%  | 1%  | 1%  | 3%  | 1%  | 3%  | 1%         | 1%         |
|                              |     |     | *   |     | *   | *   |     | *   | *   | *   | *          | *          |
| Not applicable               | 1%  | 1%  | 1%  | 2%  | -   | 0%  | 2%  | 1%  | 3%  | 2%  | -          | 3%         |
|                              |     |     | *   |     | *   | *   |     | *   | *   | *   | *          | BE, BF     |
| Net: Agree                   | 31% | 24% | 40% | 28% | 41% | 32% | 30% | 13% | 30% | 26% | 40%        | 17%        |
|                              |     |     | CA  |     | A*  | *   |     | BA  | *   | BA* | *          | BD, BE, BG |
| Net: Disagree                | 51% | 57% | 42% | 52% | 46% | 53% | 53% | 66% | 51% | 51% | 41%        | 65%        |
|                              |     |     | CB  |     | *   | *   |     | *   | *   | *   | *          | BE, BF     |

To what extent, if at all, do you agree or disagree with the following statements? (Please select one option in each row) - I would be reluctant to hire a woman who I thought may go on to have children

|                              |     |     |     |     |      |     |     |             |     |     |        |        |
|------------------------------|-----|-----|-----|-----|------|-----|-----|-------------|-----|-----|--------|--------|
| Unweighted base              | 800 | 477 | 323 | 617 | 99   | 84  | 215 | 104         | 147 | 111 | 178    | 622    |
| Base: All HR decision makers | 800 | 461 | 339 | 584 | 168  | 48  | 171 | 87          | 130 | 113 | 472    | 328    |
| Strongly agree               | 4%  | 5%  | 3%  | 5%  | 2%   | 0%  | 2%  | 12%         | 3%  | 1%  | 5%     | 3%     |
|                              |     |     | *   |     | *    | *   |     | AZ, BB, BC* | *   | *   | *      | *      |
| Tend to agree                | 11% | 13% | 7%  | 13% | 7%   | 5%  | 13% | 17%         | 12% | 6%  | 8%     | 15%    |
|                              |     |     | *   |     | *    | *   |     | *           | *   | *   | *      | BF     |
| Neither disagree or agree    | 13% | 14% | 11% | 14% | 10%  | 7%  | 18% | 14%         | 11% | 15% | 9%     | 18%    |
|                              |     |     | *   |     | *    | *   |     | *           | *   | *   | *      | BE, BF |
| Tend to disagree             | 22% | 21% | 23% | 23% | 20%  | 18% | 19% | 26%         | 24% | 17% | 22%    | 22%    |
|                              |     |     | *   |     | *    | *   |     | *           | *   | *   | *      | *      |
| Strongly disagree            | 48% | 45% | 53% | 43% | 60%  | 69% | 47% | 31%         | 46% | 56% | 55%    | 39%    |
|                              |     |     | *   |     | A*   | A*  |     | *           | *   | BA* | BD, BG | BD     |
| Don't know                   | 1%  | 0%  | 2%  | 1%  | 2%   | -   | 1%  | 0%          | 1%  | 2%  | 1%     | 1%     |
|                              |     |     | *   |     | *    | *   |     | *           | *   | *   | *      | *      |
| Not applicable               | 1%  | 2%  | 1%  | 2%  | -    | -   | 1%  | -           | 3%  | 3%  | 1%     | 2%     |
|                              |     |     | *   |     | *    | *   |     | *           | *   | *   | *      | BE     |
| Net: Agree                   | 15% | 18% | 10% | 18% | 8%   | 5%  | 15% | 29%         | 15% | 7%  | 13%    | 18%    |
|                              |     |     | CB  |     | B, C | *   |     | AZ, BC*     | *   | *   | *      | *      |
| Net: Disagree                | 70% | 66% | 76% | 66% | 80%  | 88% | 65% | 57%         | 71% | 73% | 77%    | 61%    |
|                              |     |     | CA  |     | A*   | A*  |     | *           | *   | *   | BD, BG | BD     |

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|       | Male   | Female | Private sector | Public sector | Third/voluntary sector | South                     | Midlands | North | Devolved nations | Large             | SME |
|       | CA     | CB     | A              | B             | C                      | AZ                        | BA       | BB    | BC               | BF                | BG  |

For the following question, by shared 'parental leave' we mean, when mothers are allowed to end maternity leave/pay early so that one or both parents can take leave in a more flexible way during the baby's first year. To what extent, if at all, do you agree or disagree with the following statements? - I would be concerned about recruiting women in their 20s and 30s who might have children in the future

|                              |     |     |     |     |     |     |     |     |     |     |     |     |
|------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Unweighted base              | 800 | 477 | 323 | 617 | 99  | 84  | 215 | 104 | 147 | 111 | 178 | 622 |
| Base: All HR decision makers | 800 | 461 | 339 | 584 | 168 | 48  | 171 | 87  | 130 | 113 | 472 | 328 |
| Strongly agree               | 4%  | 4%  | 4%  | 5%  | 2%  | 0%  | 2%  | 11% | 6%  | 1%  | 4%  | 4%  |
| Tend to agree                | 10% | 12% | 7%  | 11% | 7%  | 1%  | 10% | 14% | 8%  | 6%  | 6%  | 15% |
| Neither disagree or agree    | 12% | 13% | 12% | 14% | 4%  | 13% | 12% | 15% | 18% | 12% | 11% | 13% |
| Tend to disagree             | 29% | 26% | 32% | 29% | 29% | 23% | 32% | 33% | 22% | 31% | 28% | 30% |
| Strongly disagree            | 44% | 44% | 45% | 38% | 59% | 63% | 41% | 26% | 46% | 47% | 50% | 35% |
| Don't know                   | 1%  | 1%  | 1%  | 2%  | -   | -   | 2%  | 1%  | 1%  | 3%  | 1%  | 2%  |
| Net: Agree                   | 14% | 16% | 11% | 16% | 8%  | 1%  | 12% | 25% | 13% | 8%  | 10% | 19% |
| Net: Disagree                | 73% | 70% | 77% | 68% | 87% | 86% | 73% | 59% | 68% | 78% | 78% | 66% |