



YOUNG  
WOMEN'S  
TRUST

## YOUNG WOMEN'S MANIFESTO FOR FAIR AND EQUAL WORK

Young women like us need a fair deal at work. We need to be treated equally so we can fulfil our potential and thrive.

We also know what needs to change in the workplace and beyond for everyone to have equal opportunities and be treated fairly. We've created a five-point manifesto spelling out what employers, politicians and even colleagues need to do so we can have the same chances as men.

### EQUAL PAY



Women of all ages earn less than men for the same work, a pattern which is set from the start: on average, we earn £4,000 less each year than men of the same age. Fixing the pay gap means being **transparent about salaries** and giving us the right to know what men are earning for the same job. **Mandatory reporting and action plans** will shine a light on the gender and ethnicity pay gaps, along with a **stronger review body** that forces employers to close those gaps.

### EQUAL ACCESS TO WORK



We face significant barriers in finding a decent job, so employers need to take **positive action** and open up recruitment to everyone. Workplaces dominated by men can **proactively recruit women** and others from under-represented groups, offering **greater flexibility** to accommodate different needs such as childcare. A **better welfare system** will support us while we look for the right job, and **improved careers information** will help us find jobs to match our interests and experience.

### EQUAL OPPORTUNITY



To overcome being stuck in low-paid jobs, **promotions should be offered fairly** to all employees along with **regular personal reviews** to identify the training and knowledge we need to progress. **Professional networks, mentoring and coaching** will also provide support, as well as training for line managers so they can deliver everything their employees need.

### EQUAL JOB SECURITY



More of us risk being in unstable jobs with unpredictable schedules or zero-hours contracts than our male counterparts. To fix this, **zero-hours contracts should only be offered to those who request them**, along with the right to request a regular contract if circumstances change. **Minimum notice periods** for shift changes and compensation for last-minute cancellations will also provide us with greater security.

### EQUAL TREATMENT



Ending discrimination means changing the balance of power. **Clear processes** for dealing with discrimination will allow us to challenge it when it happens, and **strong leadership** from senior employees will create a workplace culture that provides support for those facing unequal treatment. **Including us in developing policies** and **improving access to unions** will also foster a healthy, safe workplace.