



HM Government

# Gender Equality Monitor

---

Tracking progress  
on gender equality

## The government's strategic vision 'Gender equality at every stage: A roadmap for change' sets out our ambition for gender equality in the UK.

We have made good progress, but there is still more work to do. The Gender Equality Monitor (GEM) brings together a suite of indicators in a single place to monitor gender equality across five key areas:

### Economic participation and progression

### Attitudes and leadership

### Education and skills

### Crime and justice

### Health and wellbeing

Much of this is already measured, but bringing them together in this way allows users to understand the gendered nature of these issues and allows us to monitor progress.

Many of the indicators align with other domestic and international frameworks, such as the United Nations Sustainable Development Goals and the Equality and Human Rights Commission's measurement framework for equality and human rights. The GEM goes further than these frameworks in the number and breadth of measures included to enable a deeper understanding of gender equality in the UK.

# Summary



## Data

The data used to report on these indicators are collected by multiple organisations. Some data publications referenced here collect sex, but others collect gender. The language used in this report is consistent with existing data publications – for example, where the underlying publication refers to males/females we use those terms, where it refers to men/women we use those.

Data used in this report will refer to the UK where possible, but in some devolved areas will refer only to particular parts of the UK. The geographical coverage of each indicator has been specified throughout.

## Intersectionality

We recognise that other protected characteristics, socio-economic disadvantage and/or geographical location can layer upon gendered inequalities to create multiple disadvantages. Where we have good evidence of these additional barriers, we have reflected this in corresponding indicators. However, we need to keep building the evidence base to understand how we can go further, including through working more closely with the Race Disparity Unit and Disability Unit in the new Equalities Hub at the Cabinet Office. We also plan to build an interactive tool to make the data more accessible, launching in the next phase of the project next year. This will allow breakdowns by additional characteristics.

## Building on the monitor

This report is a starting point for monitoring gender equality in the UK. It pays particular attention to areas where the largest gaps exist, and this falls disproportionately on women. However, we will continue to build on this and expand to a broader set of indicators in future.

## Our indicators – at a glance

Indicator	Page
<b>Economic participation and progression</b>	
Gender pay gap (GPG)	2
Gap in average weekly income of single male and female pensioners	3
Gap in economic activity rates for men and women	4
Gap in part-time employment rates	5
Participation in workplace pension schemes	5
Sector workforce by industry	6
Sector workforce by occupation	7
Gap in employment rates of parents (men and women with dependent children)	8
Hours of unpaid care and domestic work for men and women	9
Number of individuals claiming Shared Parental Pay	10
Percentage of people providing informal care by gender	11
<b>Attitudes and leadership</b>	
Proportion of people agreeing that “a man’s job is to earn the money; a woman’s job is to take care of the home and family”	12
Proportion of FTSE 350 company board members who are women	13
Proportion of managerial positions held by women	13
Proportion of small and medium businesses (SMEs) that are majority-led by women	14
Proportion of women MPs, court judges, public appointments, police officers and head teachers	15
<b>Education and skills</b>	
Gap in proportion of GCSE exam entries by subject	16
Gap in proportion of A Level exam entries by subject	17
Gap in proportion of higher education enrolments by subject	18
Gap in proportion of apprenticeship starts by sector subject area	19
<b>Crime and justice</b>	
Percentage of individuals aged 16 to 59 who experienced partner abuse in the last 12 months	20
Percentage of individuals aged 16 to 59 subjected to sexual assault in the last 12 months	21
<b>Health and wellbeing</b>	
Gap in healthy life expectancy	22
Personal wellbeing scores by sex	23

# Economic participation and progression

**Economic participation is important to provide financial independence and to support a growing economy.**

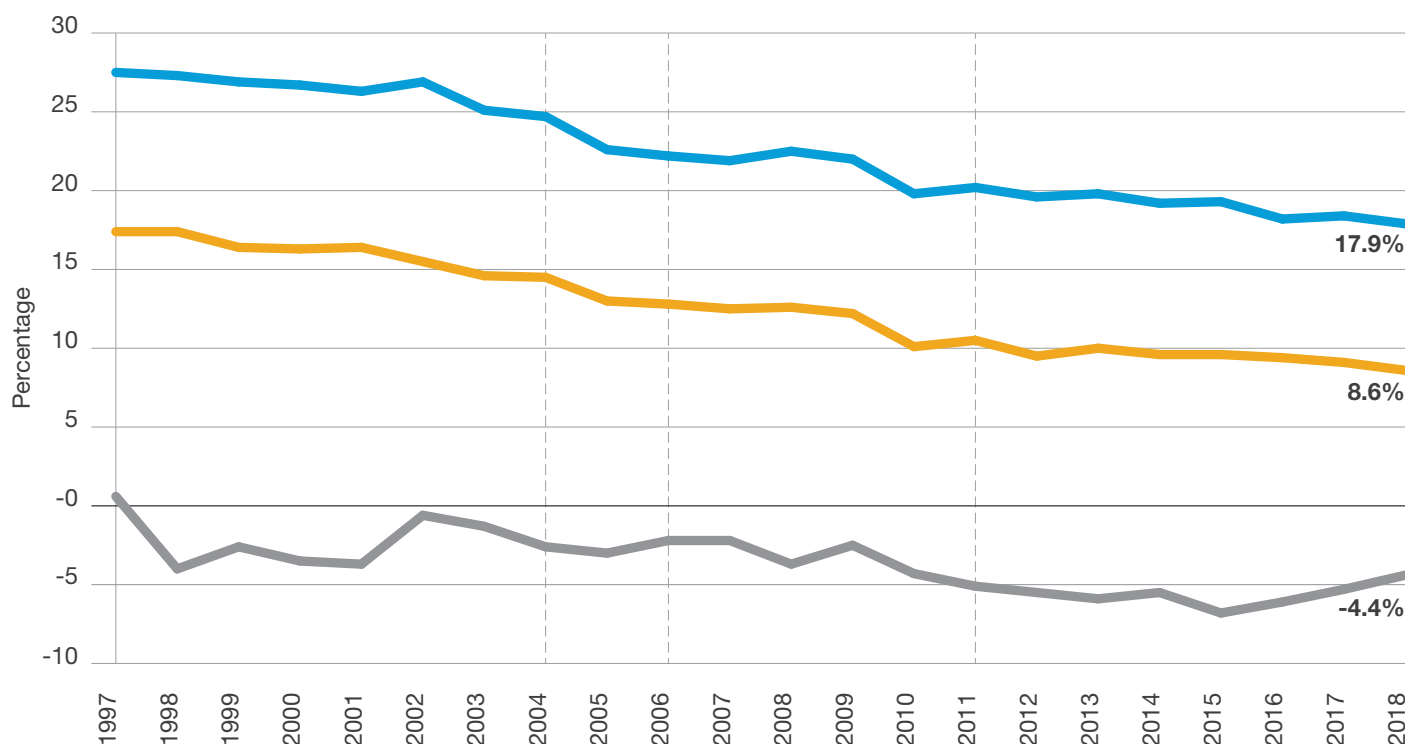
Employment, job quality and raising incomes particularly at the lower end can also boost individual wellbeing.<sup>1</sup> We want to enable everyone to contribute to the country's economy and balance caring responsibilities with a rewarding career.

## Reduced gender pay gap

The gap between average earnings of men and women (excluding overtime) is at its lowest level since records began. Men now earn 17.9% more than women on average per hour. This means that **for every £1 the average man earns, the average woman earns 82p.**

For full-time employees, the gender pay gap (GPG) decreased from 9.1% in 2017 to 8.6% in 2018. The GPG for part-time employees decreased to -4.4% in 2018 from -5.3%. The part-time GPG is in favour of women, so this also represents a closing of the gap (i.e. it is now closer to 0%).

**Gender pay gap for median gross hourly earnings (excluding overtime), 1997 to 2018**



Coverage: UK

Source: Office for National Statistics (ONS), Annual Survey of Hours and Earnings, Gender pay gap tables, Table 1.12

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Notes: Plotlines represent discontinuities in 2004, 2006, 2011 data.

— All employees  
— Full-time  
— Part-time

## Reduced gender gap in pension outcomes

We know that the GPG increases with age and translates into an income gap in later life. As the GPG closes, it is important that the gap in pension outcomes for men and women is closing with it. Addressing some of the underlying labour market issues will have a positive impact on retirement outcomes as well as during working life.

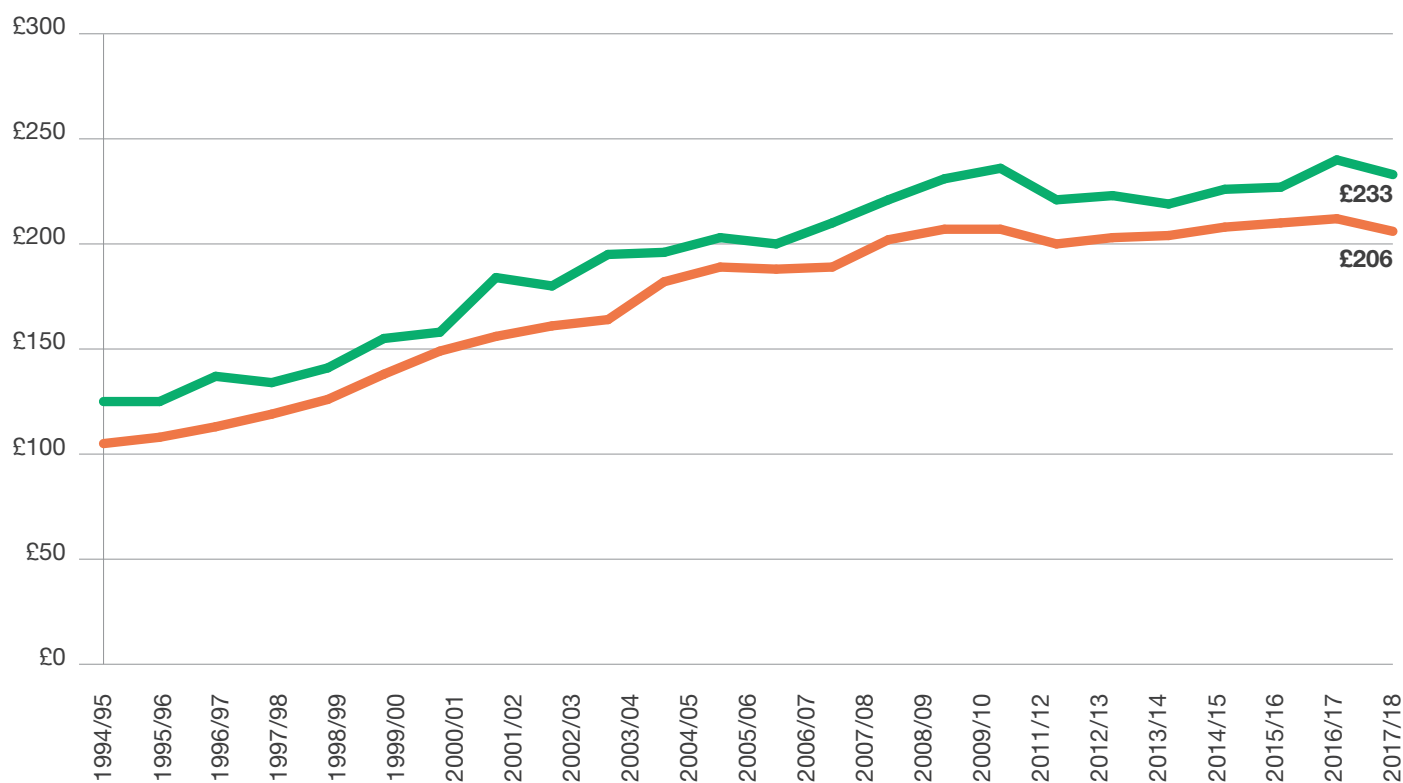
Current measures of pension equality by gender are reasonably limited and we will continue to explore different ways to monitor this in future. For example, we will continue to monitor the impact of recent private pensions reforms on women and consider whether there is a need to look more closely and comprehensively at the private pensions outcomes experienced by women and other groups.

**Single male pensioners** (above State Pension Age) had higher average weekly incomes than **single female pensioners** in 2017/18 – £233 compared with £206.

The difference in incomes between single male and single female pensioners reflects differences in the components that make up individuals' total gross income. In 2017/18, 33% of income for single men came from private sources (including occupational and personal pensions), compared with 25% for single women.

Note: we compare single male and female pensioners because pensioners' income data is collected at household level. This might affect the gap as we would generally expect coupled individuals to have different characteristics from single individuals.

### Average weekly income of single male and female pensioners (after housing costs) in 2017/18 prices (£), 1994/95 to 2017/18



Coverage: UK

Source: Department for Work and Pensions (DWP), Pensioners' incomes series: financial year 2017 to 2018, Table 2.8

<https://www.gov.uk/government/statistics/pensioners-incomes-series-financial-year-2017-to-2018>

Single women  
Single men

## Increased labour market opportunities for women

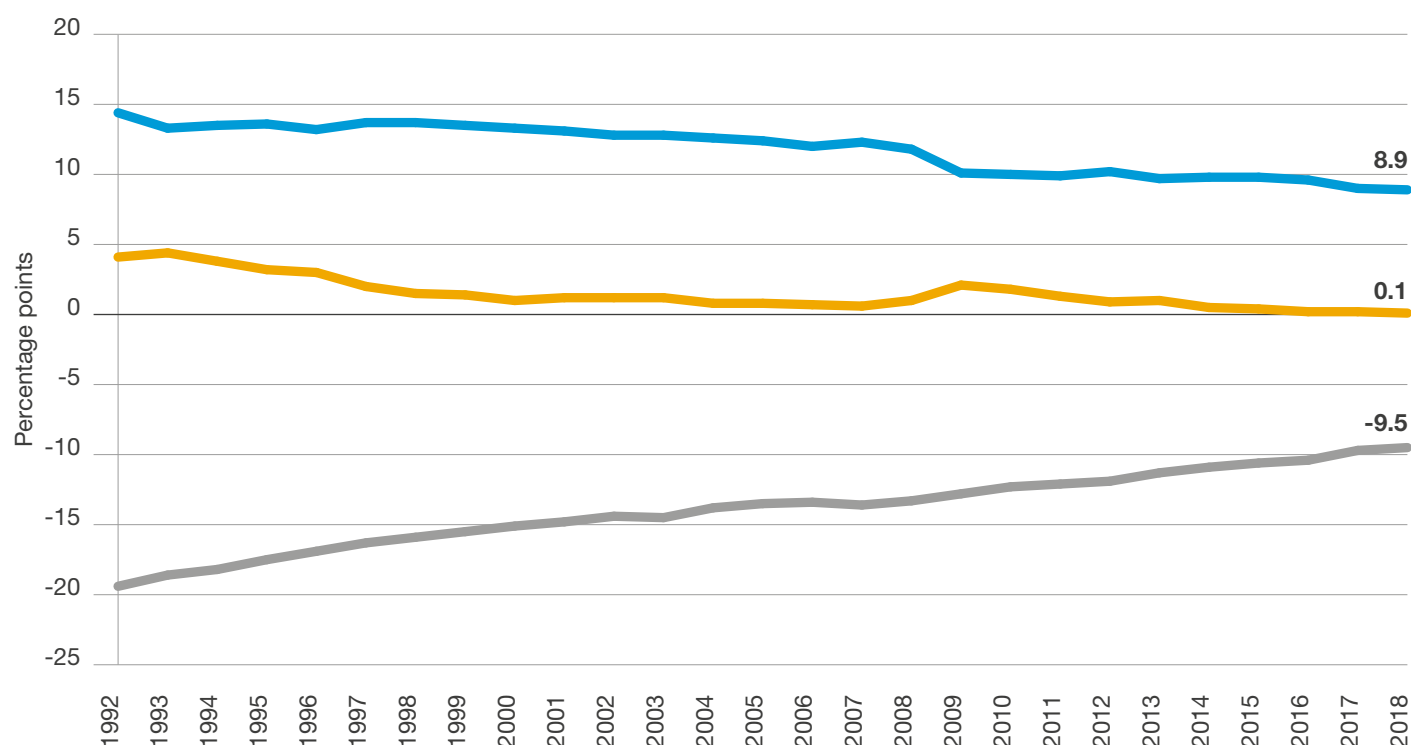
The employment rate for women has increased significantly over time, and reached a record high 72.0% in the three months ending April 2019.<sup>2</sup> However, there are still large gaps in economic activity between men and women.

The percentage of women in employment was 8.9 percentage points lower than men in 2018. The gender gap in unemployment has fallen close to zero. However, despite closing significantly over the past 20 years, the percentage of women who are not in work or actively looking for work (inactive) still remains 9.5 percentage points higher than for men.

Time taken out of the labour market is a key imbalance that shows the divide in gender roles in society, and has a substantial effect on women's earnings.<sup>3</sup>

Rates of economic activity vary for different groups. For example, employment rates for Pakistani and Bangladeshi women are significantly lower than the population on average. In the 3 months to March 2019, 37.6% of women of Bangladeshi ethnicity were in employment compared with 74.1% of white women<sup>4</sup>. Women aged 50-64 have seen the largest increases in employment over the last decade.<sup>5</sup>

Gap in economic activity rates for men and women, 1992 to 2018



Coverage: UK

Source: ONS, Labour market overview: UK, Table A02 SA

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/previousReleases>

— Employment gap (16-64)  
 — Unemployment gap (16+)  
 — Inactivity gap (16-64)

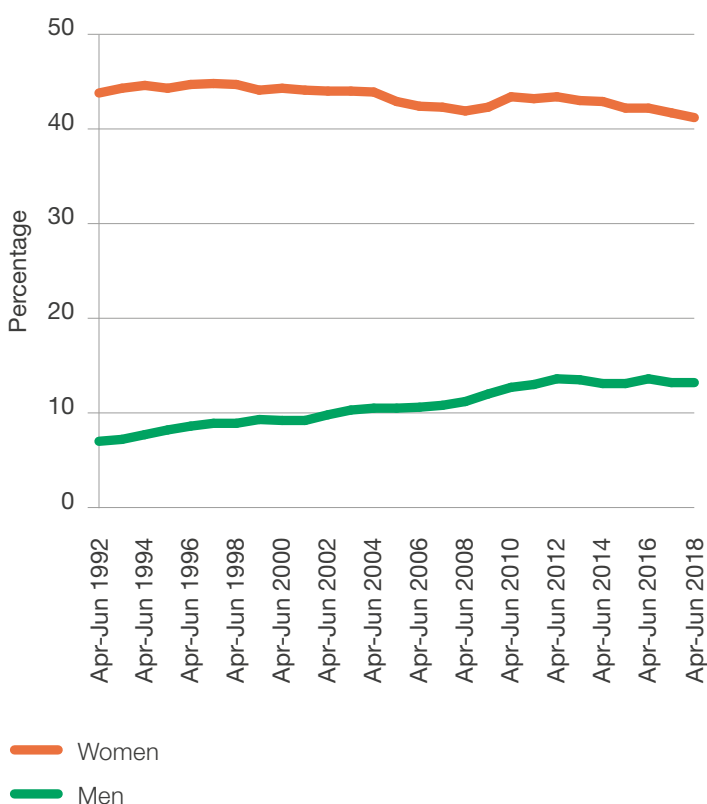
## Increased full-time employment of women

The headline employment rate above is already prominent, but it is important to go further and monitor gaps in part-time employment as this is a key driver of the gender pay gap<sup>6</sup> and associated with limited wage progression.<sup>7</sup>

The gap between men and women working part-time has fallen significantly since 1992, but progress has been slow in more recent years.

**Women were still 3 times more likely to work part-time than men** in April to June 2018, with 41.2% of women working part-time compared with 13.2% men.

Part-time employment rates for men and women, Apr-Jun 1992 to Apr-Jun 2018



Coverage: UK

Source: ONS, Labour market overview: UK, Table EMP01 SA

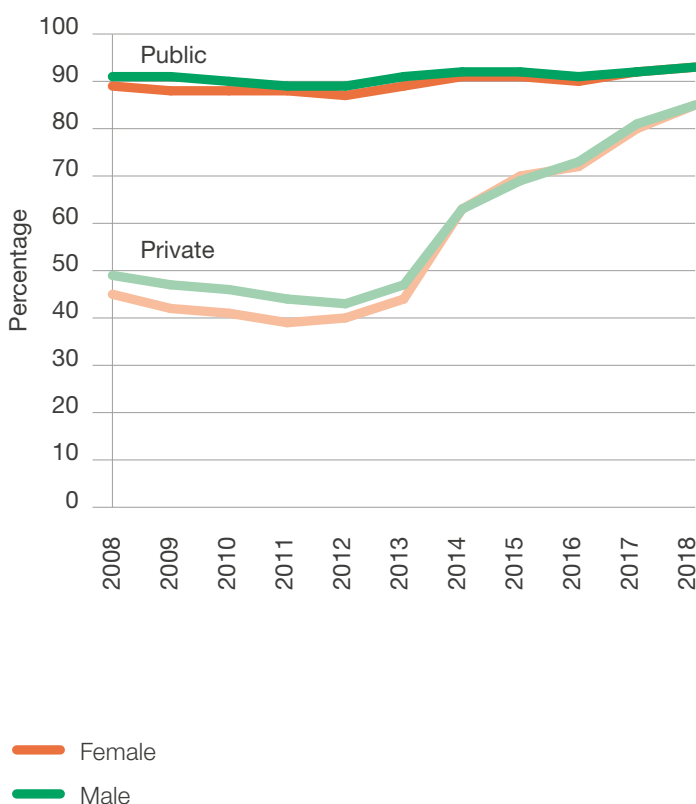
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/previousReleases>

## Equalise participation in workplace pension schemes

Differences in economic participation throughout working life impact on pension outcomes in later life. Equalising men and women's participation in workplace pensions schemes will, in the long-term, ensure that labour market changes have a positive impact on pension saving.

Participation rates in the public sector were 93% for both male and female eligible employees in 2018. Since Automatic Enrolment was introduced in 2012, participation in workplace pension schemes in the private sector has increased significantly. **Female participation in the private sector is now equal to male eligible employees at 85%.**

Workplace pension participation rates for eligible employees by gender, 2008 to 2018



Coverage: UK

Source: DWP, Workplace pension participation and savings trends 2008 to 2018, Table 1.5

<https://www.gov.uk/government/statistics/workplace-pension-participation-and-saving-trends-2008-to-2018>



Improved gender diversity across occupations and industries

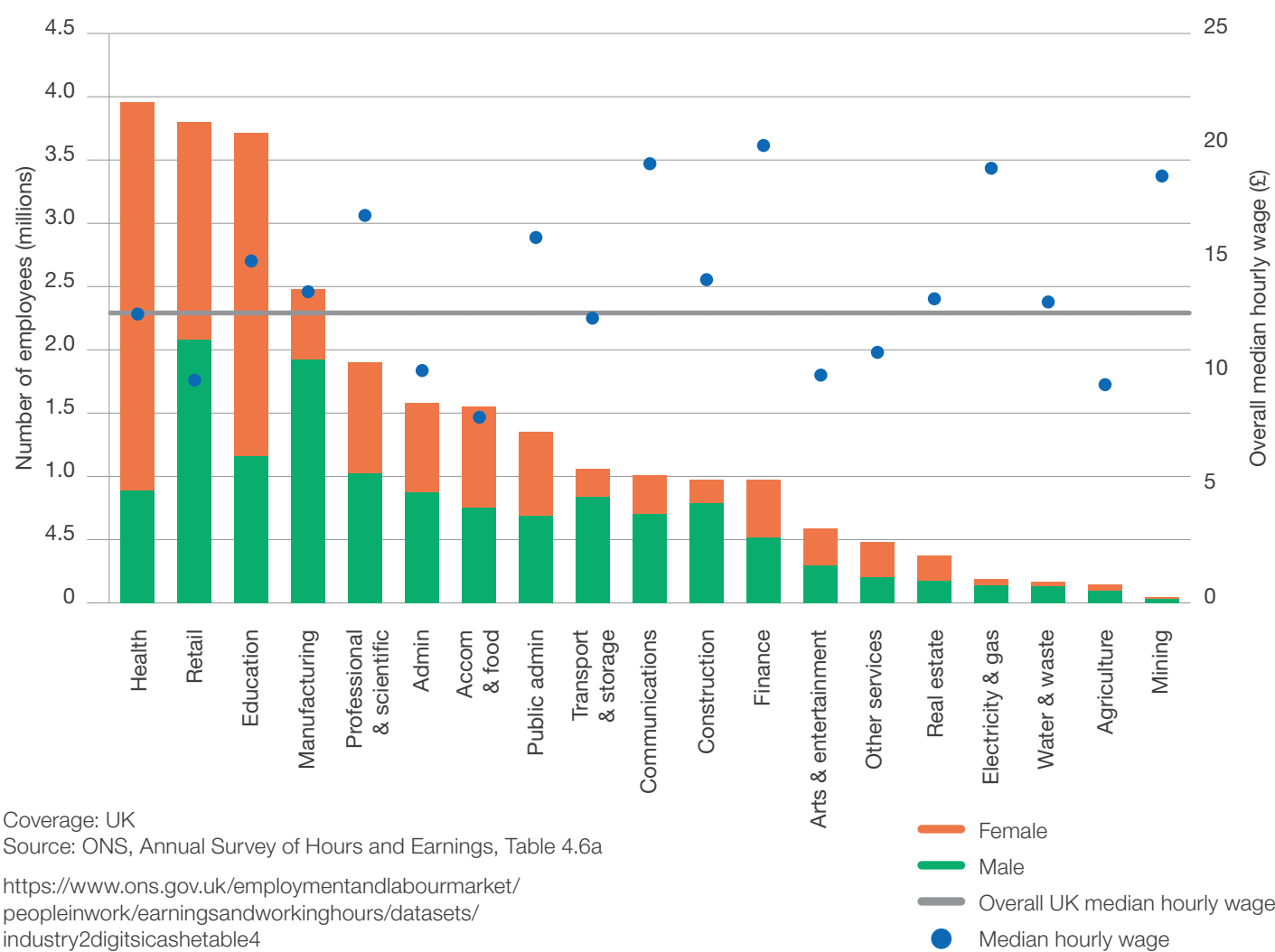
Improving gender diversity across occupations and industries is about giving people choice that is not constrained by their gender.

Women are more likely to work in lower paid sectors of the economy, whereas men tend to work in higher paid sectors. This industrial segregation drives 21% of the gender pay gap.<sup>8</sup>

At present, over half of all UK women work in the health, education and retail sectors – and, while the median hourly wage in the education sector is above the national average, health and retail both have a median hourly wage that is below the national average.

Over half of all UK women work in the health, education and retail sectors.

Sector workforce and median hourly pay by gender, 2018





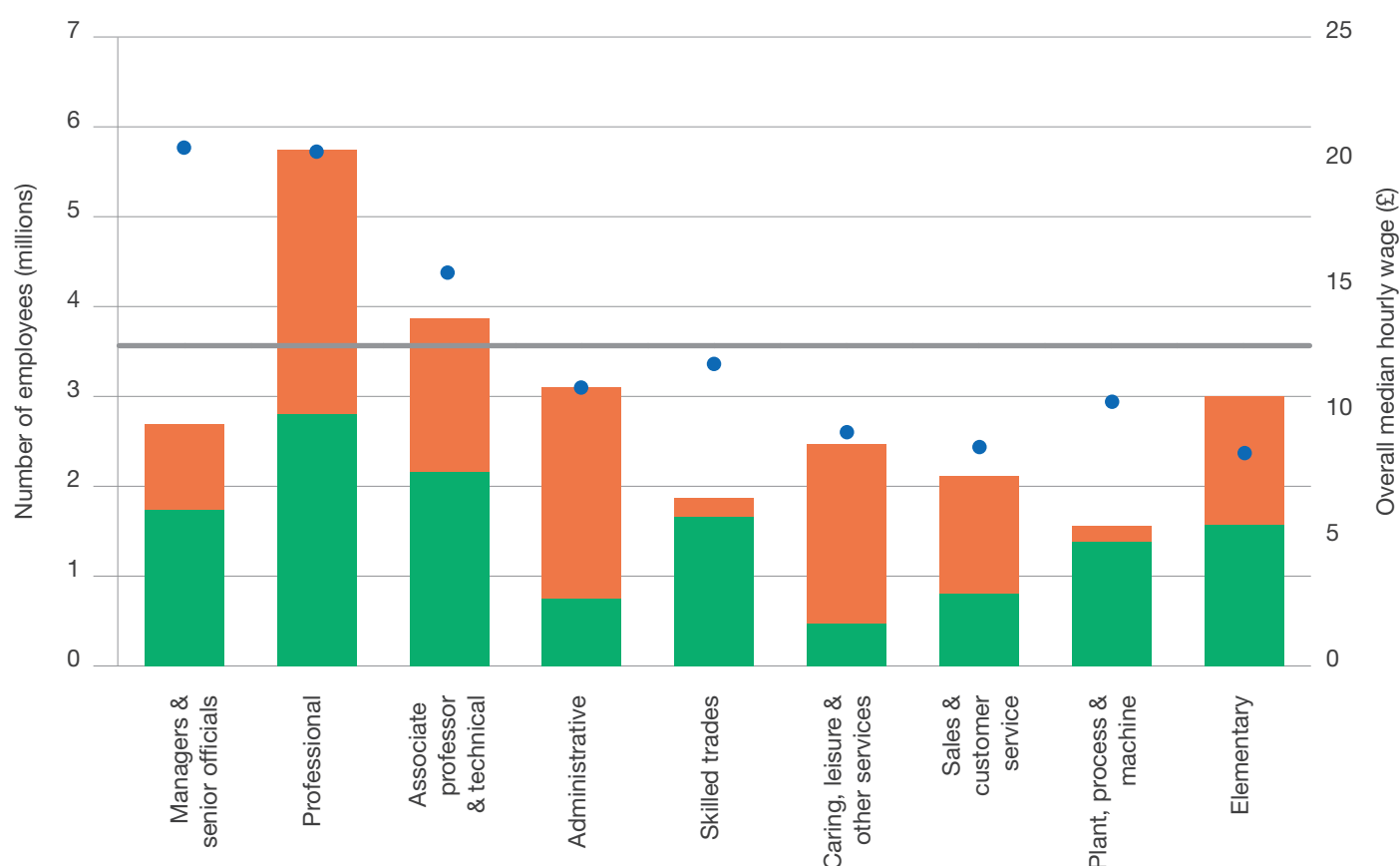
Women are more likely to work in occupational groups with high proportions of female co-workers, and these jobs tend to be less well paid. Occupational segregation drives 14% of the gender pay gap.<sup>9</sup>

Women who do work in industries that attract higher wages are still more likely to work in lower paid occupations such as 'Administrative' (76%) and 'Caring, leisure & other service' (81%) occupations. While women dominate the education sector, they tend to work in lower paying phases and are underrepresented in leadership roles. For example, in secondary schools women make up 38% of head teachers, despite representing 63% of the teacher workforce.<sup>10</sup>

# 76%

**Women occupy 76% of all administrative and secretarial jobs.**

## Occupation workforce and median hourly pay by gender, 2018



Coverage: UK

Source: ONS, Annual Survey of Hours and Earnings, Table 2.6a

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/occupation2digitsocashetable2>

■ Female  
■ Male  
— Overall UK median hourly wage  
● Median hourly wage

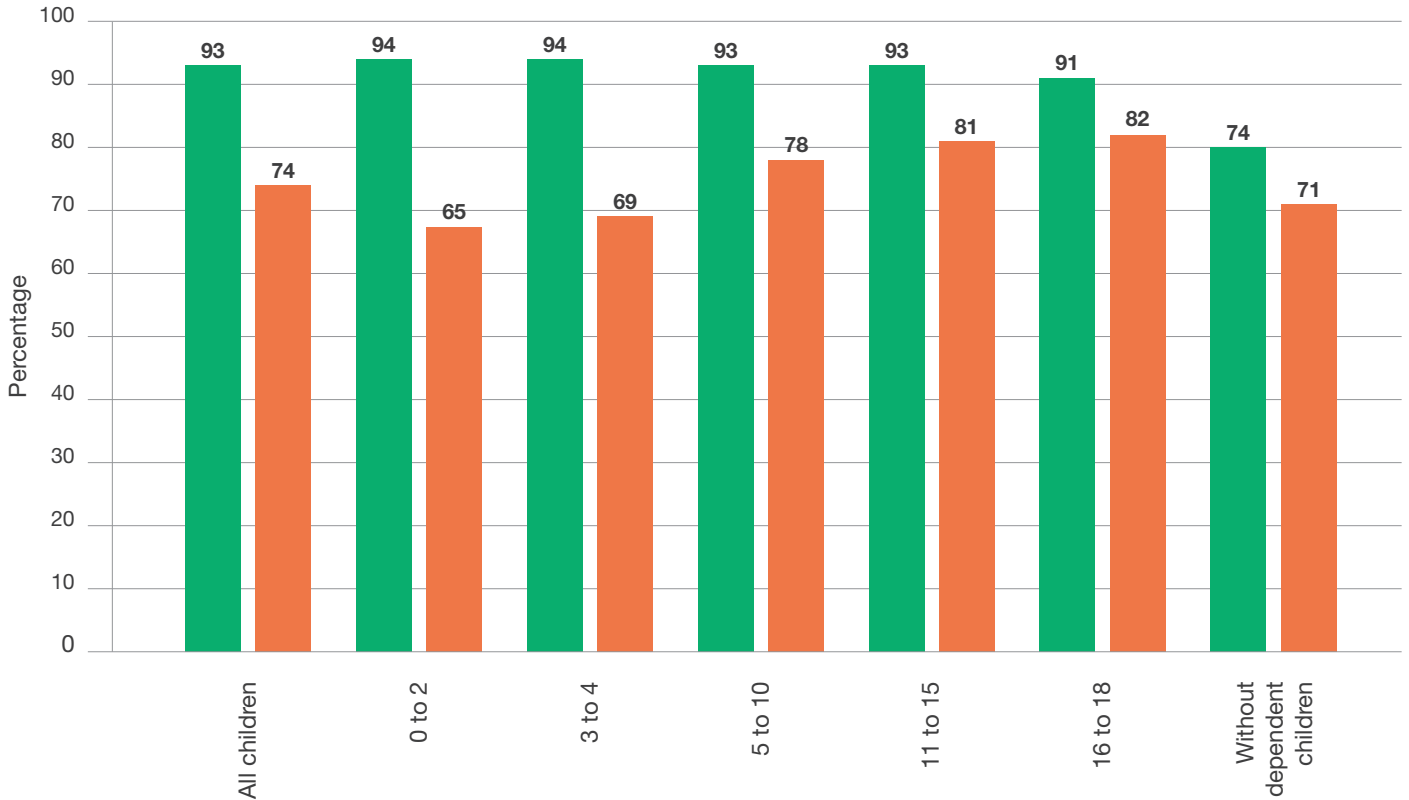
### Better sharing of parental roles and caring responsibilities

The employment rate for women with dependent children was 74.0% in April to June 2018, compared with 93.1% for men with dependent children.

Women with dependent children aged 3 to 4 have seen the largest increase in employment over the last 20 years, mostly driven by full-time employment.

Overall, employment rates for fathers appeared to be relatively unaffected by the age of their youngest dependent child, ranging from 91.3% to 94.1%. For mothers, however, there is a much larger range of employment (from 64.9% to 82.3%) and lower rates of employment are seen for mothers with a youngest dependent child aged four or under. However, women with dependent children aged 3 to 4 have seen the largest increase in employment over the last 20 years, mostly driven by full-time employment.<sup>11</sup>

Employment rates of men and women with dependent children by age of youngest dependent child, Apr-Jun 2018



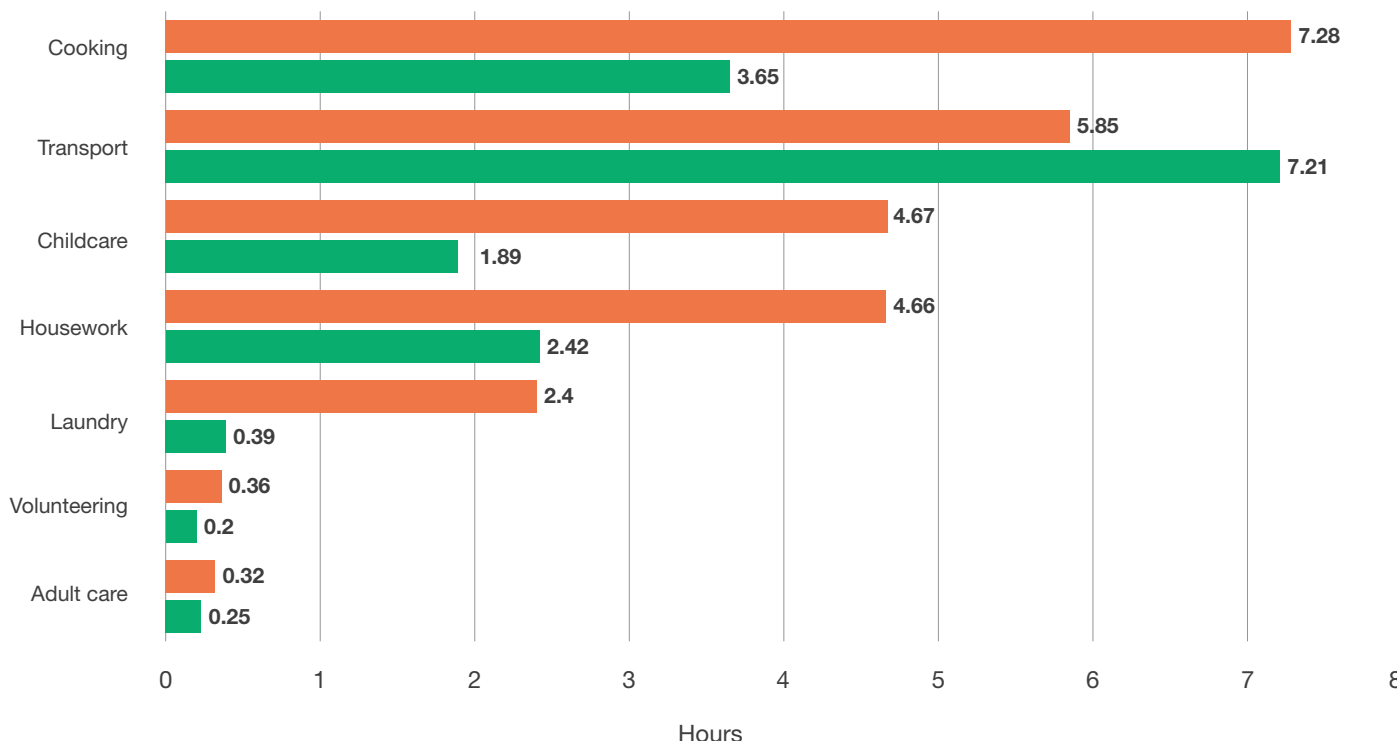
Coverage: England  
Source: ONS, Families and the Labour Market, Table 3  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/familiesandthelabourmarketenglandlfsandapsdatasets>

Women carry out more unpaid hours on average across all categories except transport. The percentage of time spent doing unpaid work fell between 2005 and 2015 and at a faster rate for women compared with men.<sup>12</sup>

The ONS estimated the value of unpaid work to the UK economy at £1.24 trillion in 2016, of which £352 billion was from childcare.<sup>13</sup> Therefore, it is important to monitor this imbalance as **there won't be full equality of opportunity until the requirements for completing unpaid work are shared more equally.**

Breakdowns of unpaid care and domestic work are not updated on an annual basis. To monitor this important imbalance, we will work with ONS to improve the frequency of this data.

**Average hours of unpaid work done per week in each category for men and women, 2015**  
(SDG indicator 5.4.1 <https://sustainabledevelopment-uk.github.io/5-4-1/>)



Coverage: UK

Source: ONS analysis of UK Harmonised European Time Use Survey (HETUS), 2015

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/womenshoulderttheresponsibilityofunpaidwork/2016-11-10>

Female

Male

Shared Parental Leave and Pay (ShPP) is important for unlocking women's economic participation. It gives more choice and flexibility in how parents care for their child in the first year by increasing the share of leave fathers can take and by changing the social norms about work and care responsibilities in the longer term. In 2018/19, around 10,700 individuals claimed ShPP – up from 9,200 in 2017/18. This compares with the 679,106 babies born in England and Wales in 2017.<sup>14</sup>

Information on payment claims from employers only measures take-up of the paid element of SPL and does not capture individuals claiming unpaid leave. BEIS intend to publish the evaluation of the Shared Parental Leave and Pay scheme later this year to provide a better understanding of take-up rates, barriers to take-up and how the scheme is being used in practice. We also intend to establish a regular release of data on ShPP claimants.

**10,700** individuals claimed ShPP – up from 9,200 in 2017/18.

#### Number of individuals claiming Shared Parental Pay, 2015/16 to 2018/19

Tax year	Shared Parental Pay
2015/16	6,200
2016/17	8,600
2017/18	9,200
2018/19	10,700

Coverage: UK

Source: Parental Pay: Written question – 254831

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2019-05-15/254831/>

Notes: Data collected using HMRC Real Time Information (RTI) and extracted in May 2019. RTI is subject to revision or updates.

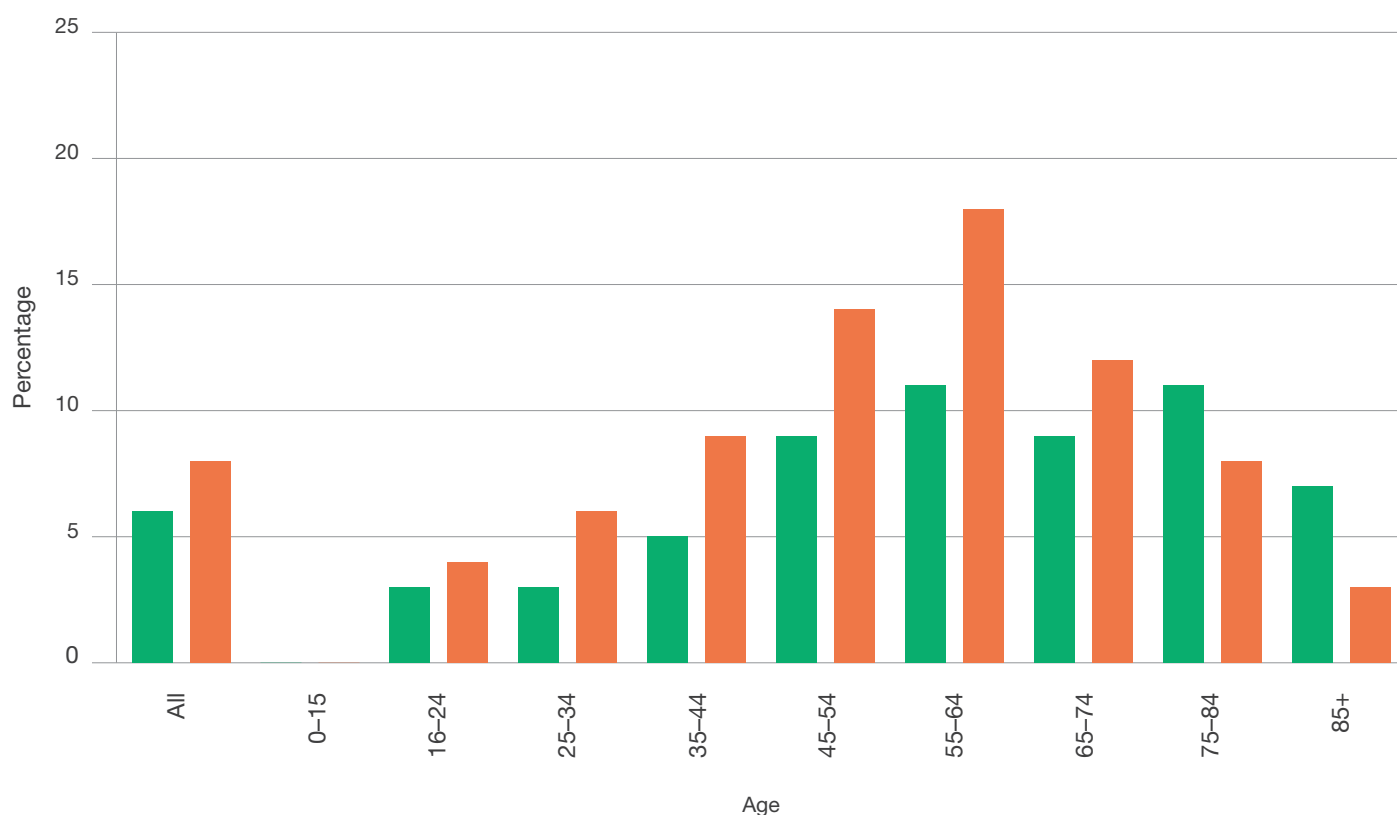
As well as providing a greater share of childcare, women provide more (unpaid) care for adults. In 2017/18, women were more likely than men to provide care on an informal basis (that is, caring was not a paid job) – 8% of individuals compared with 6% – and this gap has remained stable over the last decade.

**Women were more likely to provide informal care than men in all age groups up to 75-84.**

ONS also estimated that in 2016/17, women made up more than 60% of ‘sandwich carers’, defined as those who care for both sick, disabled or older relatives and dependent children.<sup>15</sup>

.....  
We will monitor a range of breakdowns of this data to better understand the gendered nature of caring, for example the number of hours spent caring and who individuals are caring for.  
.....

**Percentage of people providing informal care by gender and age, 2017/18**



Coverage: UK

Source: DWP, Family Resources Survey: financial year 2017/18, Table 5.2

<https://www.gov.uk/government/statistics/family-resources-survey-financial-year-201718>

Female  
Male

# Attitudes and leadership

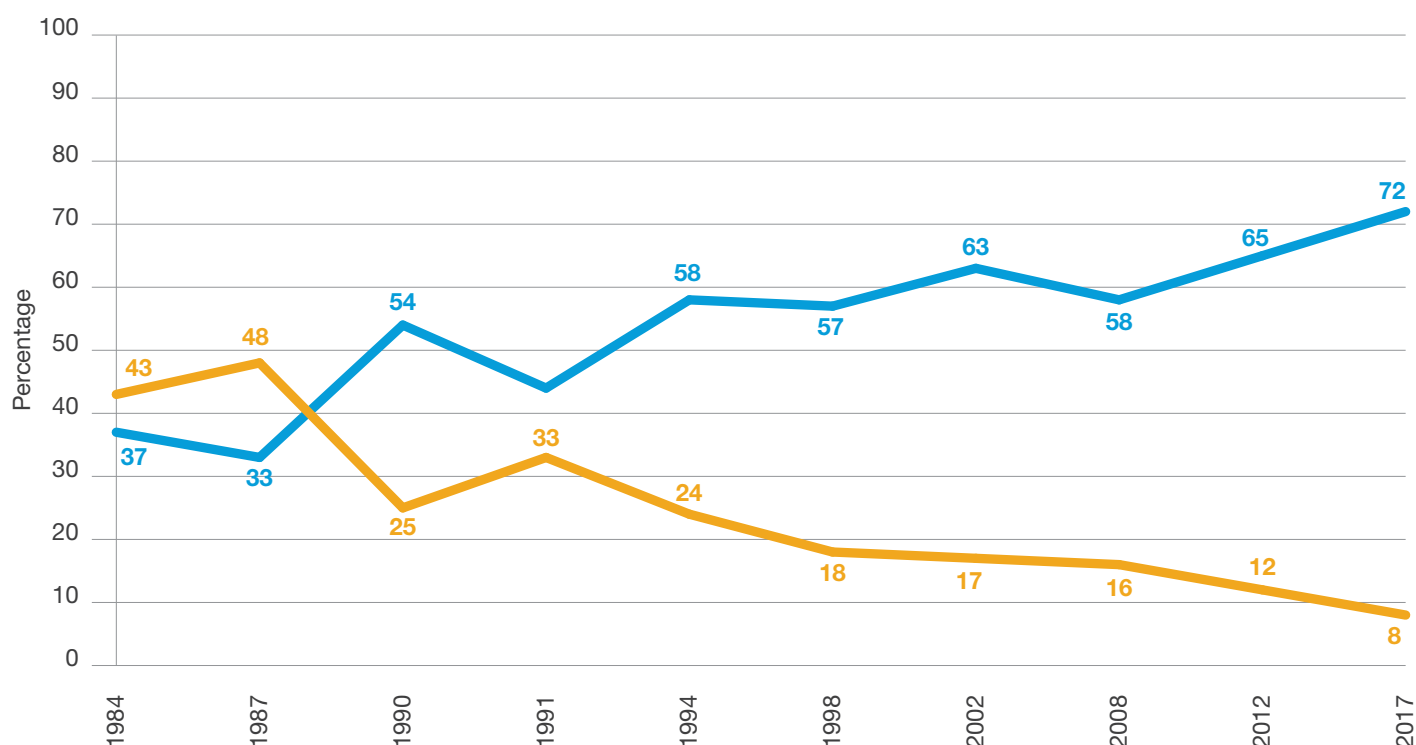
Attitudes and social norms can have a strong influence on the roles that people play in society. Equalising these expectations means increasing equality of opportunity.

## Changing attitudes to gender roles

There has been a shift in attitudes to gender roles among the British public. The proportion of people agreeing that “a man’s job is to earn the money; a woman’s job is to take care of the home and family” has fallen significantly over time, from 43% in 1984, to 12% in 2012 and further to 8% in 2017. This has been mirrored by an increase in the percentage of people disagreeing with the statement from 37% in 1984, to 65% in 2012 and to 72% in 2017.

However, there is still a way to go. For example, when a child was under school age, 36% of men said that the woman should stay at home, compared to 30% of women.<sup>16</sup>

Agreement/disagreement that “a man’s job is to earn money; a woman’s job is to look after the home and family”, 1984-2017



Coverage: GB

Source: British Social Attitudes Survey 2017

<http://www.bsa.natcen.ac.uk/latest-report/british-social-attitudes-35/>

Strongly disagree/disagree  
Strongly agree/agree

## More gender diversity in senior management and on company boards

Women's representation in leadership roles is likely to influence social norms around the types of roles that women and girls aspire to progress to.

**The Hampton-Alexander review set a target for 33% representation on FTSE 350 company boards by 2020.** This also includes Executive Committees and their Direct Reports to improve the pipeline of business leaders.

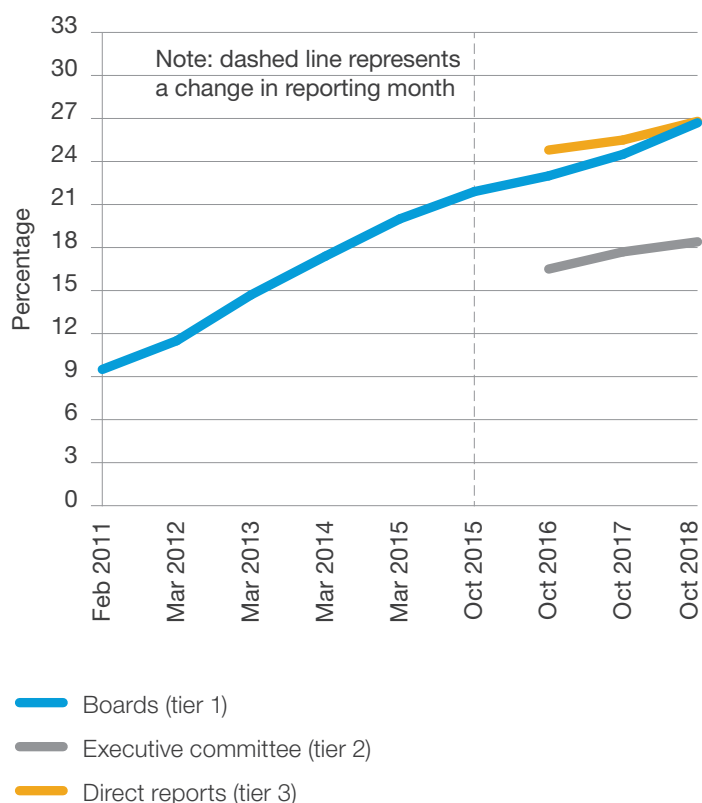
**26.7%** Proportion of FTSE 350 company board members who are women.

In 2018, 26.7% of company board members were women, compared with 24.5% the previous year. Women's representation on Executive Committees and their Direct Reports stood at 18.4% and 26.8% respectively – also an increase from the previous year<sup>i</sup>. The number of all-male boards in the FTSE 350 also fell from 152 in 2011 to 5 in 2018.

In 2017, women represented 37.9% of managerial positions (which includes managers, directors and senior officials in addition to those with managerial responsibilities in other occupations). This has increased by 2.2 percentage points since 2012.

<sup>i</sup> These figures can be calculated from the information on pages 11 and 15 of the Hampton Alexander report 2018.

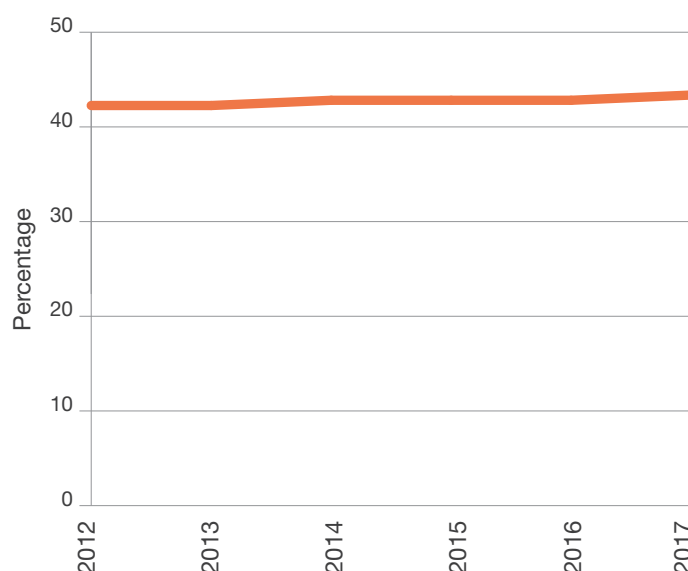
### Proportion of FTSE 350 company board members, Executive Committee and Direct Reports who are women, 2011 to 2018



Coverage: UK  
Source: Hampton-Alexander Review 2018

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/764520/hampton-alexander-review-report-nov18.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/764520/hampton-alexander-review-report-nov18.pdf)

### Proportion of managerial positions held by women, 2012 to 2017 (SDG indicator 5.5.2 <https://sustainabledevelopment-uk.github.io/5-5-2/>)



Coverage: UK  
Source: ONS, Proportion of women in managerial positions, UK: 2012 to 2017

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/adhocs/009741proportionofwomeninmanagerialpositionsuk2012to2017>



## Equal opportunities to start and grow businesses

Female entrepreneurship provides another indication of the imbalance of opportunity for women as leaders in business.

An estimated **17% of SME employers were majority-led by women**, defined as controlled by a single woman or having a management team of which a majority were women. This figure was consistent with those from 2015 to 2018 and compares with 43% that are entirely male-led.

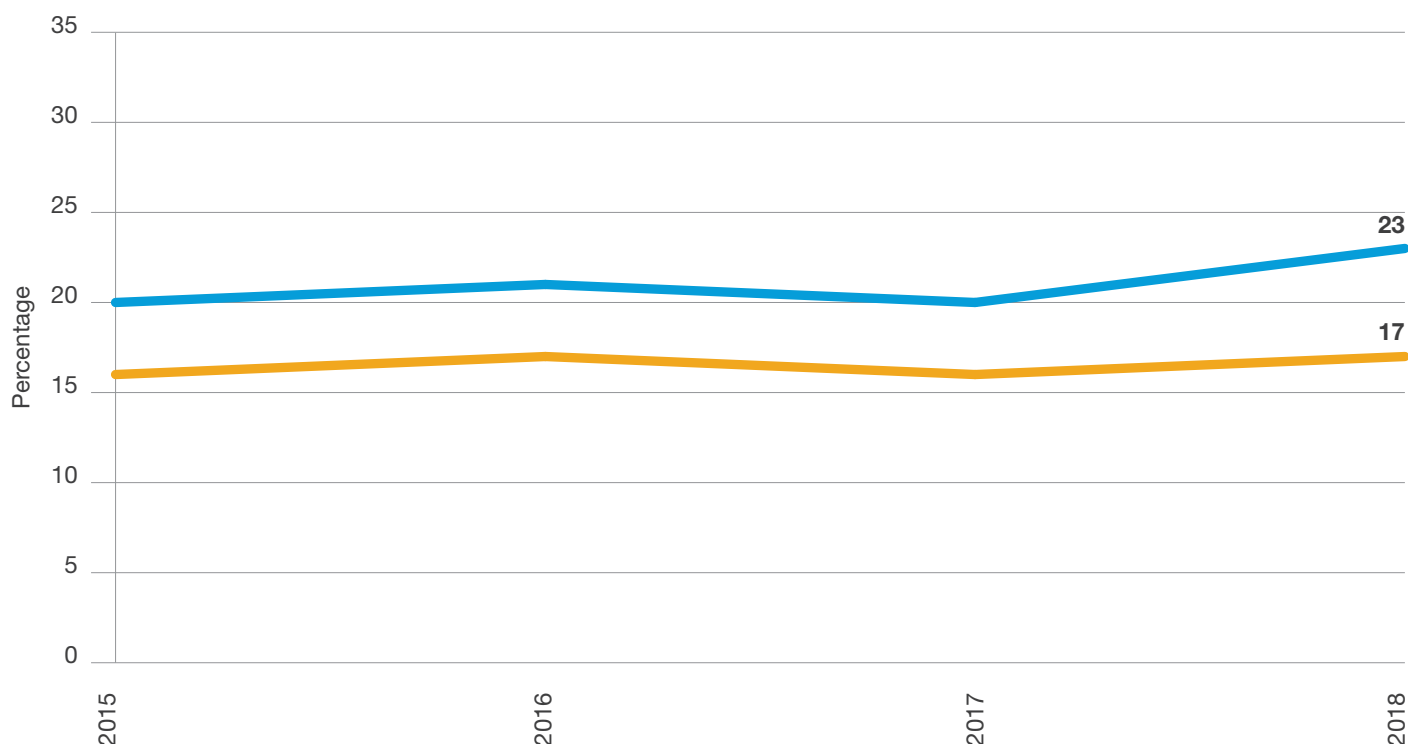
**23% of businesses with no employees were majority-led by women.** This figure was two percentage points higher than in 2017.

Despite women leading around a fifth of SMEs, only 1% of all venture funding goes to businesses founded by all-female teams, inhibiting scale up.<sup>17</sup>

# 17%

**17% of SME employers were majority led by women, compared with 43% by men.**

### Proportion of small and medium businesses (SMEs) that are majority-led by women, 2015 to 2017



Coverage: UK

Source: Department for Business, Innovation and Industrial Strategy (BEIS), Longitudinal Small Business Survey: SME employers – UK, 2018, Figure 10.1

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/803645/LSBS\\_2018\\_employers.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/803645/LSBS_2018_employers.pdf)

— SMEs with no employees  
— SMEs with employees

## Increased gender diversity in prominent public roles

Women's representation in public roles is important in providing role models to challenge gender stereotypes. **Women make up less than half of public appointments and less than a third of MPs, court judges and police officers**, though this has been increasing gradually over time.

Women make up the majority of head teachers in nurseries and primary schools (72.8%), but just over a third of head teachers in secondary schools (37.8%)<sup>ii</sup>, presenting an imbalance of role models for young people at different stages of education.

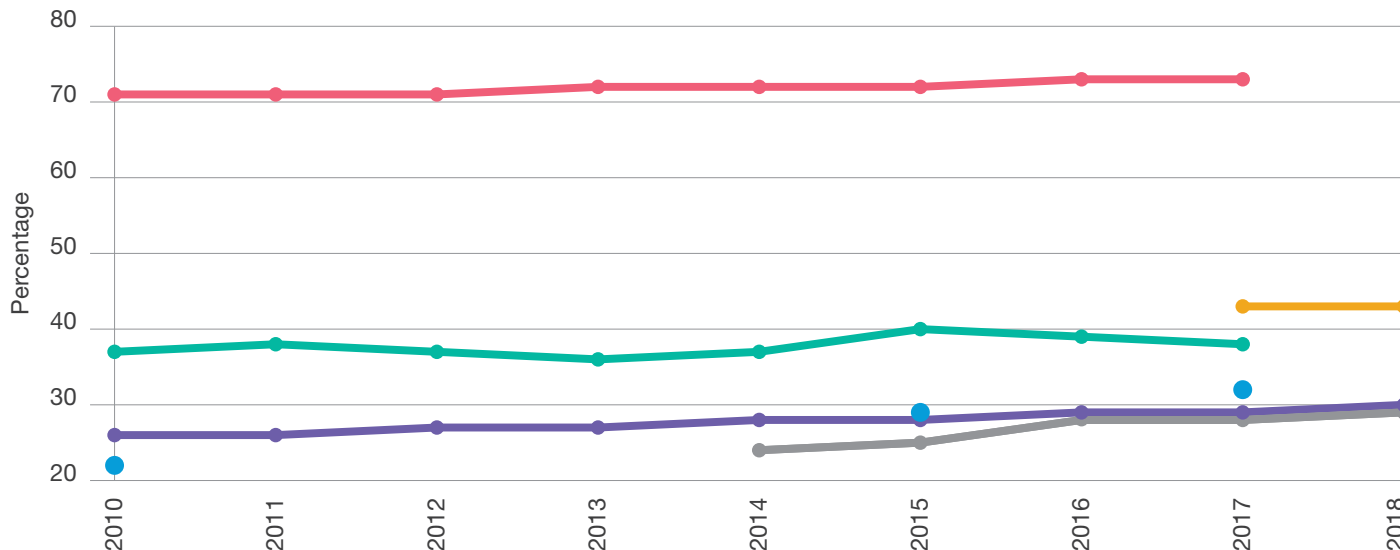
These occupations have been selected to give an indication of role models in society. We will continue to review this as we develop the monitor.

**32%** The percentage of MPs who are women.

<sup>ii</sup> Full-time equivalent of nurseries and primary, and secondary school head teachers

### Proportion of women MPs (SDG indicator 5.5.1 <https://sustainabledevelopment-uk.github.io/5-5-1/>), court judges, public appointments, police officers and head teachers, 2010 to 2018

Coverage: UK (MPs and public appointments), England and Wales (court judges and police officers), England (head teachers)



House of Commons (2019) 'Women in Parliament and Government' <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN01250>

Public Appointments Diversity Stocktake 2018, Table 1

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/760929/Public-Appointments-Diversity-Stocktake-2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/760929/Public-Appointments-Diversity-Stocktake-2018.pdf)

Judicial Diversity Statistics 2018, Figure 4

<https://www.judiciary.uk/publications/judicial-diversity-statistics-2018/>

Home Office, Police workforce, England and Wales: 31 March 2018, Figure 6.7

<https://www.judiciary.uk/publications/judicial-diversity-statistics-2018/>

<https://www.gov.uk/government/statistics/police-workforce-england-and-wales-31-march-2018>

Department for Education (DfE), School workforce in England: November 2010 to November 2018, Table 4

<https://www.gov.uk/government/collections/statistics-school-workforce>

- Head teachers (primary)
- Public appointments
- Head teachers (secondary)
- Police officers
- MPs
- Court judges

# Education and skills

**Gender norms emerge at a young age and can result in gendered aspirations and attitudes. We want to make sure educational choice is not limited by these norms.**

## Increased gender diversity in educational choices

In 2017/18, many GCSE subjects were broadly gender balanced as many subjects are compulsory for all students. However, female students were under-represented in IT/Computing subjects, and made up only 26% of GCSEs in this area (including just 20% in computer science).

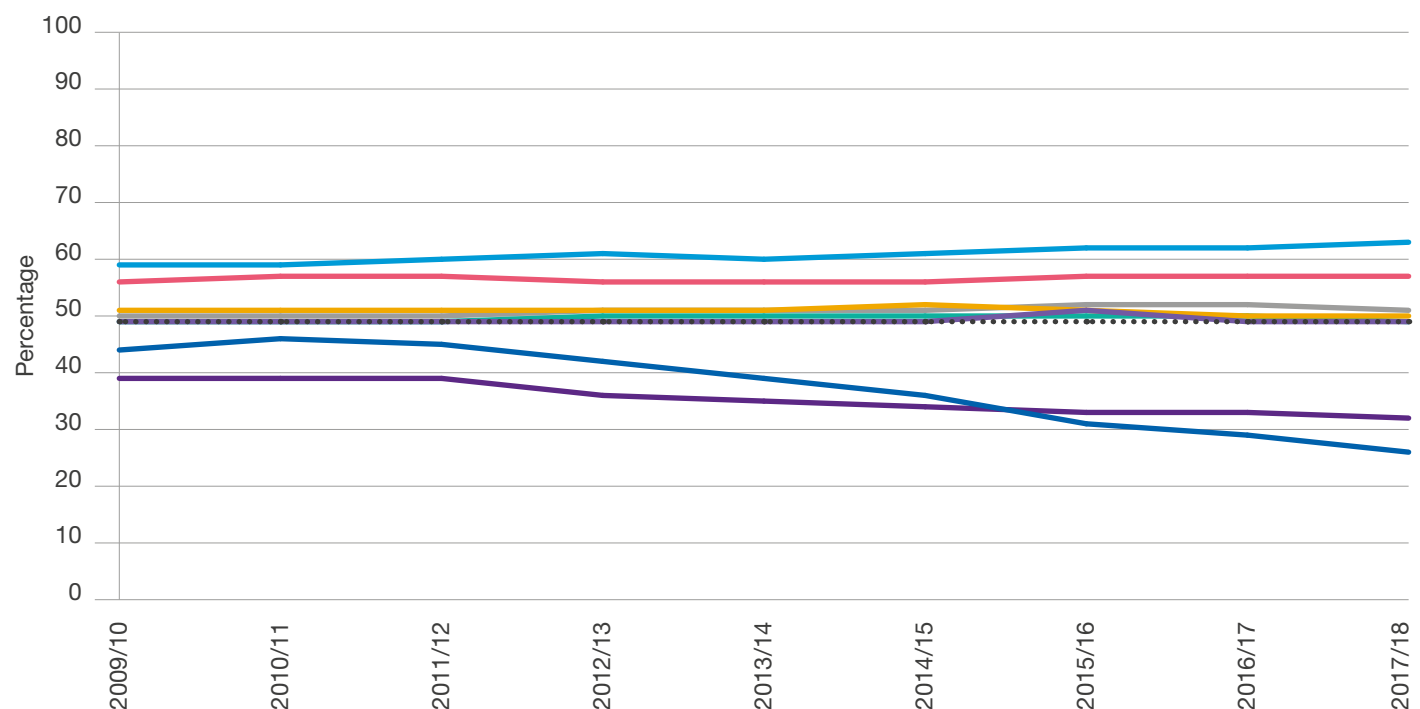
Male students were under-represented in Arts and Foreign Languages subjects, making up 37% and 43% of entries respectively.

However, these choices do not appear to simply be about ability. For example, the 2015 Longitudinal Study of Young People in England 2 showed that the proportion of male GCSE students that thought their best subject was a STEM<sup>iii</sup> subject was nearly double the proportion of female students.<sup>18</sup> This contrasts with actual results which show that females tend to outperform males in maths and science subjects at GCSE.<sup>19</sup><sup>iv</sup>

<sup>iii</sup> Science, Technology, Engineering and Mathematics

<sup>iv</sup> In these subjects (maths, biological sciences, physics, chemistry and computer science), a higher proportion of females achieved grades 9 to 4 or A\* to C than males since 2013 except in 2018 where a higher proportion of males achieved grades 9 to 4 or A\* to C than females in physics subject only.

## Percentage of GCSE exam entries that were female by subject grouping, 2009/10 to 2017/18

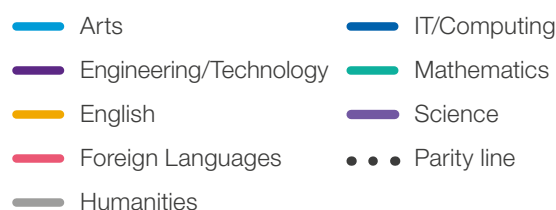


Coverage: England

Source: DfE, Revised GCSE and equivalent results in England: 2009 to 2010 – 2016 to 2017 and Key stage 4 and multi-academy trust performance 2018 (revised), Table S2a

<https://www.gov.uk/government/collections/statistics-gcse-key-stage-4>

Notes: Parity line represents the proportion of overall entries that are female. Therefore, lines above this line show an over-representation of female students, and lines below show an under-representation



Large differences were also found in non-STEM subjects. The proportion of females who thought that their best subject was English or Arts was almost double that of male pupils.

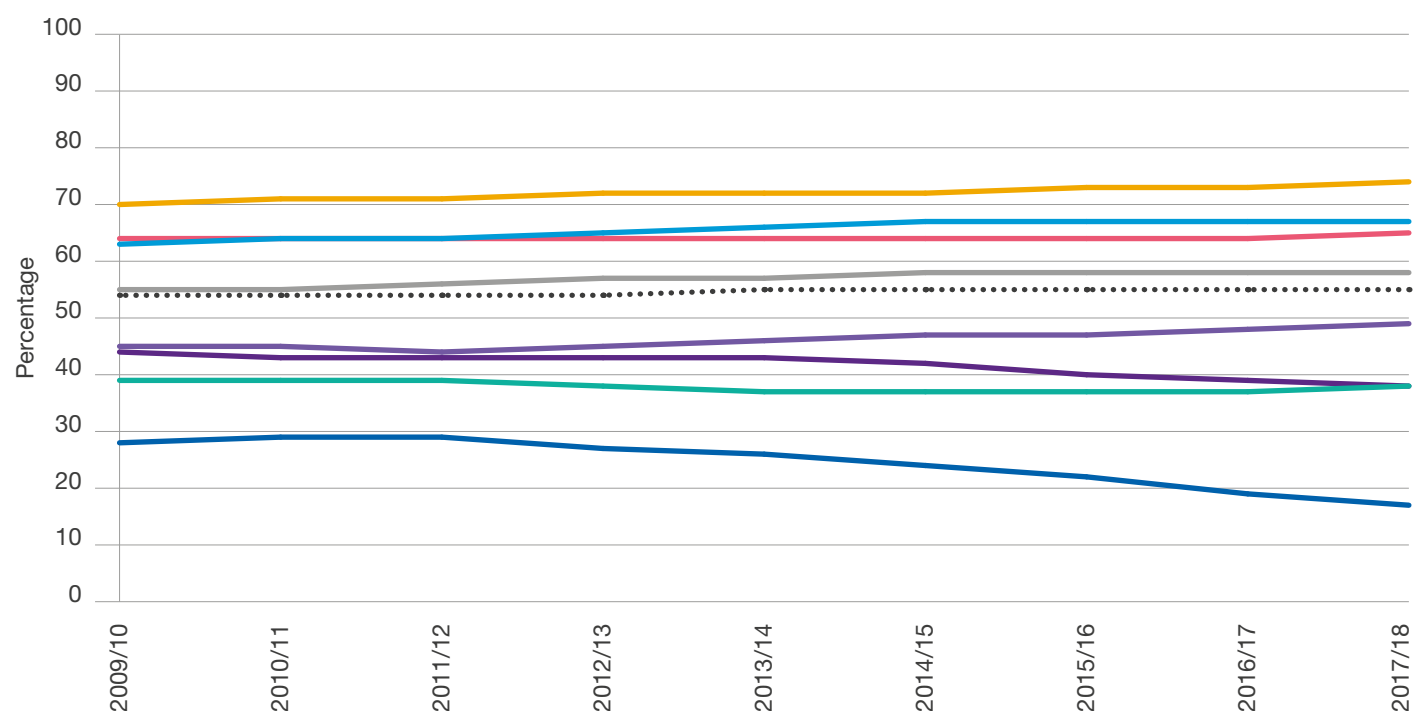
## Larger gender differences in subject choices emerge at A Level

Males represent 51.3% of the 16-18 population, but the A Level cohort is tipped in favour of female students (54.4%). Female students made up almost half (49%) of science exam entries in 2017/18, despite representing 54% of entries as a whole, although this has increased slightly from 45% in 2009/10. There were also gender differences in the types of sciences studied. For example, females made up 63% of biology entries but only 22% of physics entries. Female students also made up 38% of entries in maths subjects (including further maths).

Although the number of female students studying Computer science at A-level has been increasing over time, female entries have fallen as a percentage of overall entries in IT/Computing subjects, and females now represent 17% of entries compared with 29% in 2010.

Male students made up around a quarter (26%) of A Level exam entries in English subjects, a third (33%) of Arts subjects and just over a third (35%) of Foreign Languages subjects.

### Percentage of A Level exam entries that were female by subject grouping, 2009/10 to 2017/18

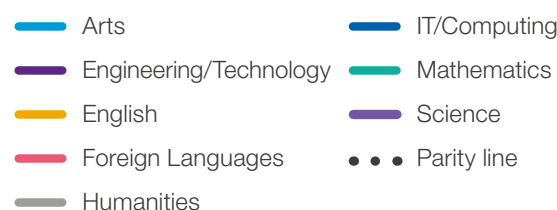


Coverage: England

Source: DfE, A level and other 16 to 18 results: 2009 to 2010 – 2017 to 2018, Table 2a

<https://www.gov.uk/government/collections/statistics-attainment-at-19-years>

Notes: Parity line represents the proportion of overall entries that are female. Therefore, lines above this line show an over-representation of female students, and lines below show an under-representation



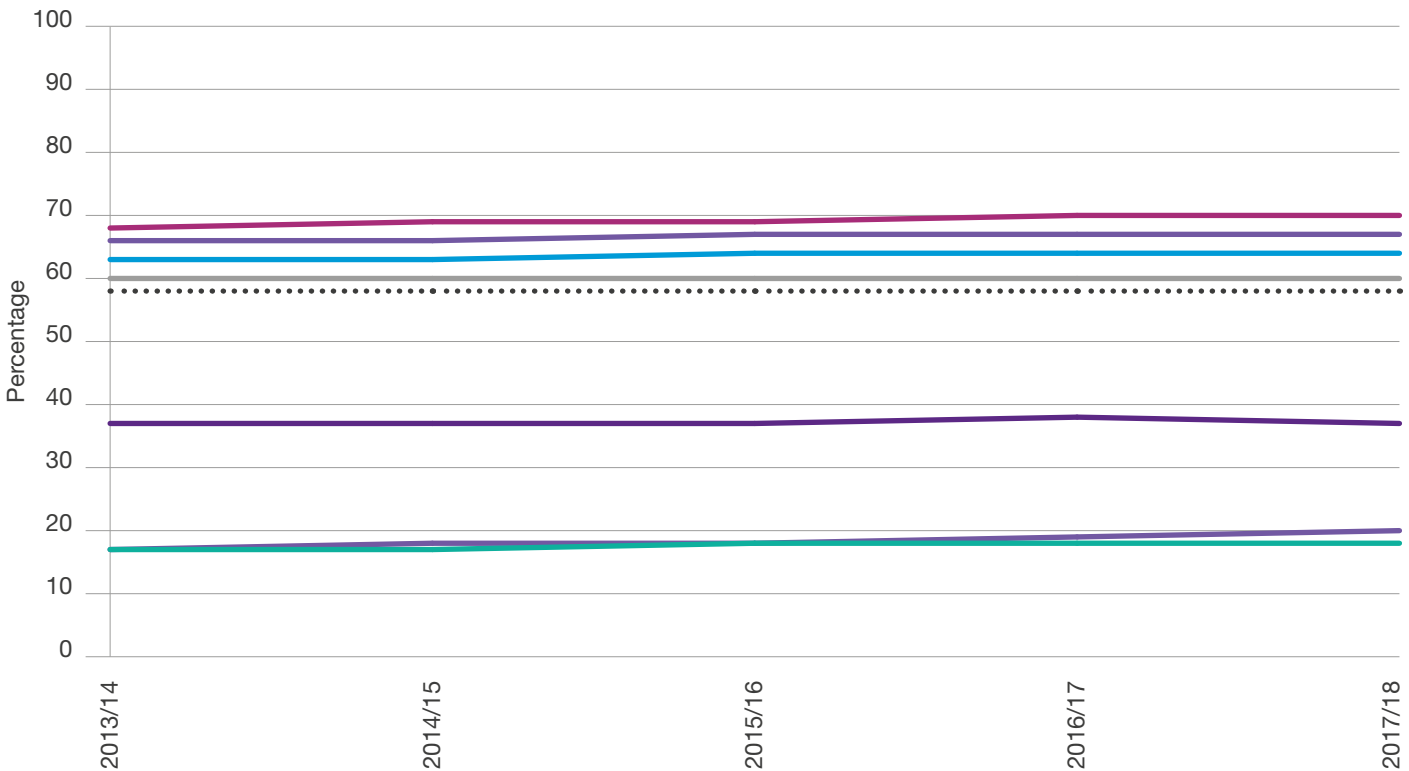
Gender imbalances in educational choice continue into higher education

In 2017/18, female students represented 67% of first year enrolments in Science subjects, compared with 58% of enrolments overall. However, within this group female students made up 79% of subjects allied to medicine but only 45% of physical sciences.

Male students dominated Computer Science (82%) and Engineering & Technology (80%) but made up less than a third (30%) of English & foreign languages students and just over a third (36%) of enrolments in Arts subjects.

The gender divide in higher education subjects has remained fairly stable for most subjects since 2013/14. However we have seen a small increase in the proportion of enrolments by female students in Computer Science subjects (1 percentage point) and Engineering/Technology subjects (3 percentage points) between 2013/14 and 2017/18.

Percentage of first year enrolments in higher education that were female by subject grouping, 2013/14 to 2017/18



Coverage: England  
Source: Higher Education Statistics Agency (HESA),  
Higher Education Student Statistics: UK, 2017/18, Figure 14  
<https://www.hesa.ac.uk/data-and-analysis/sb252/figure-14>

Notes: Parity line represents the proportion of overall entries that are female. Therefore, lines above this line show an over-representation of female students, and lines below show an under-representation.

- Arts
- Computer science
- Engineering/Technology
- English & Foreign Languages
- Humanities
- Mathematics
- Science
- Parity line

## Gender divides also exist in apprenticeship starts

In 2017/18 women were under-represented in the Construction, Planning and the Built Environment, Engineering and Manufacturing Technologies, and Information and Communication Technology sector subject areas. Women were over-represented in the Education and Training and Health, Public Services and Care subject areas. Of the 102,730 apprenticeship starts in the STEM sector subject areas<sup>iii</sup> in 2017/18 only 8.8% (9,030) were by women.

In 2017/18, female starts at intermediate level were lower than male starts, but there were more female than male starts at advanced and higher levels.

.....

We will continue to monitor differences in attainment as part of our ongoing review and development of this release.

.....

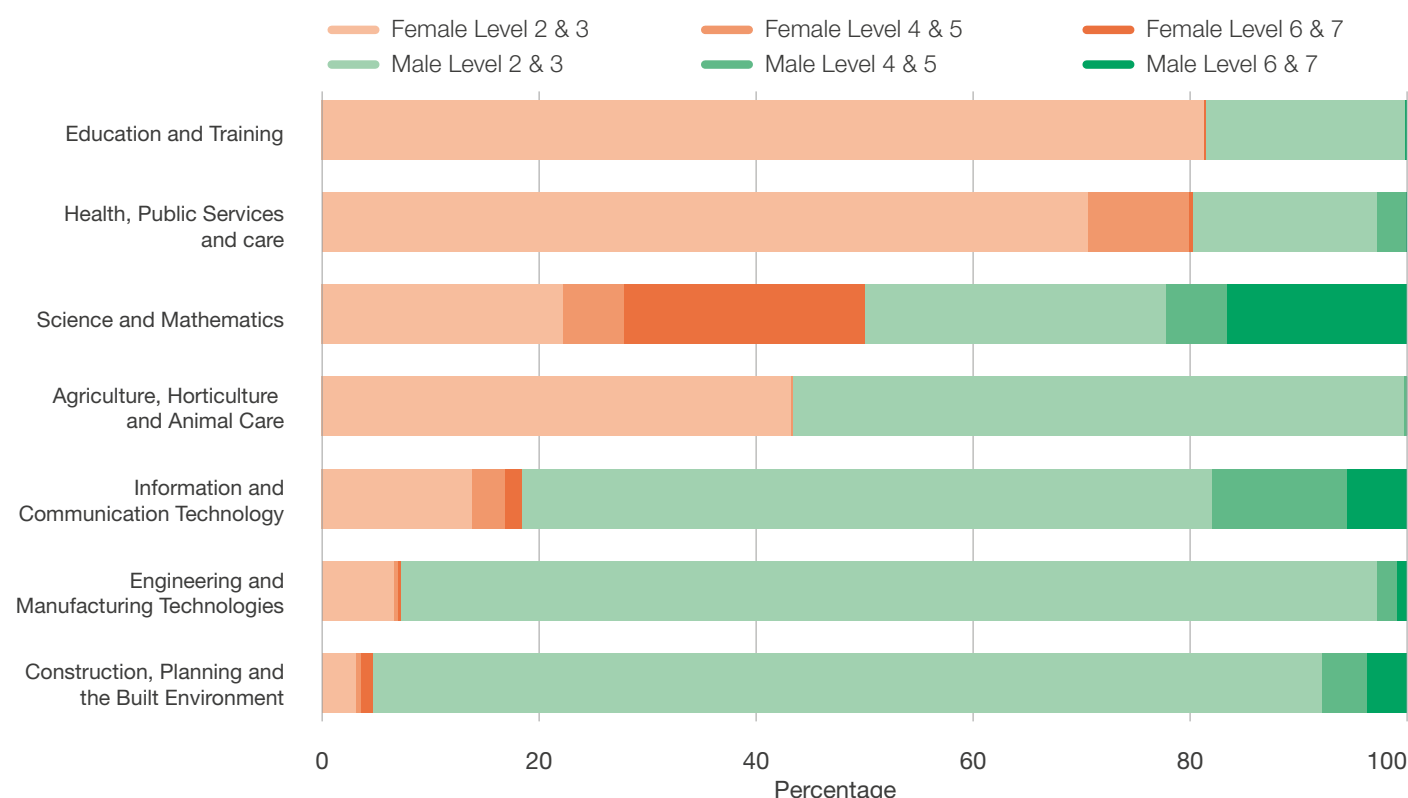
## Balanced educational outcomes

Educational attainment is also an important factor underpinning future earnings and senior representation in businesses and public roles.

In 2018, girls continued to do better than boys across all headline measures at Key Stage 4 (KS4). The majority of students who did not achieve 9 to 4 or A\*-C in GCSE or equivalent in English qualifications by the end of KS4 were male.<sup>20</sup>

On average (at a national level), female students achieved a higher average point score per entry in A levels, but a higher proportion of male students achieved top grades. Males also made more progress than females on average relative to their KS4 results.<sup>21</sup>

### Percentage of apprenticeship starts by gender and sector subject area<sup>ii</sup>, 2017–18



Coverage: England

Source: DfE, Apprenticeship demographic and sector subject area PivotTable tool: starts and achievements 2014 to 2015 to 2017 to 2018

<https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships#apprenticeship-and-traineeships-annual-data>

<sup>ii</sup> Selected sector subject areas showing gender disparity are displayed; the Arts, Media and Publishing, Business, Administration and Law, and Retail and Commercial Enterprise sector subject areas are not shown

<sup>iii</sup> STEM sector subject areas are Construction, Planning and the Built Environment, Engineering and Manufacturing Technologies, Information and Communication Technology, and Science and Mathematics

# Crime and justice

Violence against women and girls is both a cause and consequence of gender inequality, and we continue to measure changes in prevalence of these crimes using data from the Crime Survey of England and Wales.

## Reduced violence against women and girls

In the year ending March 2018, women were more than twice as likely as men to have experienced partner abuse in the last 12 months (6.3% compared with 2.7%). There has been a gradual longer-term downward trend in prevalence of partner abuse, however this appears to have slowed in recent years.

The latest available estimates from the Crime Survey for England and Wales (CSEW) showed that over four in five victims (82.7%) of partner abuse did not report the abuse to the police.

Percentage of individuals aged 16 to 59 who experienced partner abuse in the last 12 months by sex, year ending March 2005 to year ending March 2018  
(SDG indicators 5.2.1 <https://sustainabledevelopment-uk.github.io/5-2-1/>)



Coverage: England and Wales

Source: ONS, Domestic abuse in England and Wales: year ending March 2018, Table 2

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/domesticabuseinenglandandwalesappendixtables>

Women  
Men



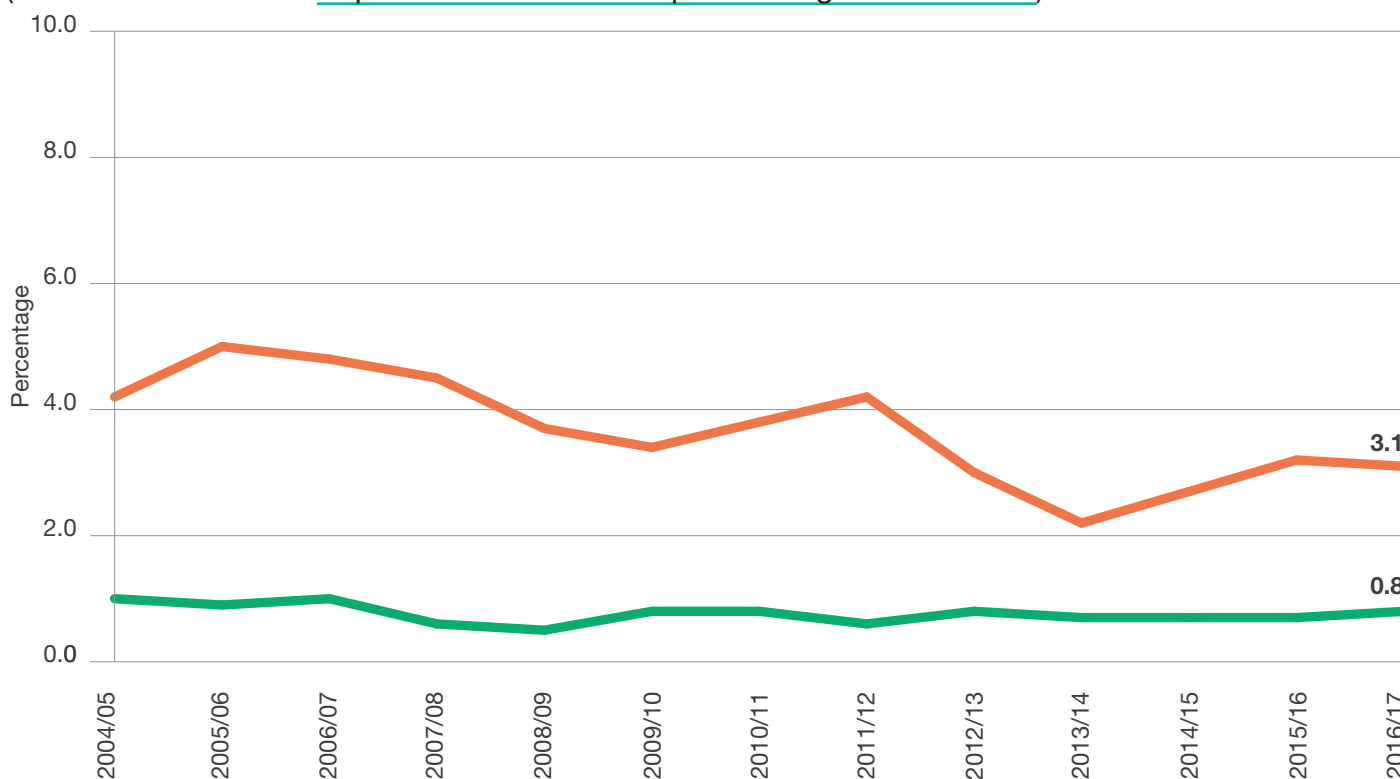
In the year ending March 2017, **women were significantly more likely to have experienced sexual assault in the last year than men** (3.1% compared with 0.8%).

There has been no significant change in the prevalence of sexual assault measured by the CSEW between the year ending March 2005 and the year ending March 2017 surveys.

## Reduced prevalence of sexual harassment

As we do not currently have clear, robust data on sexual harassment, we will be establishing a new survey to gather regular data on the prevalence and nature of sexual harassment, to inform our approach.

**Percentage of individuals aged 16 to 59 who experienced sexual assault in the last 12 months by sex, year ending March 2005 to year ending March 2017**  
(SDG indicators 5.2.2 <https://sustainabledevelopment-uk.github.io/5-2-2/>)



Coverage: England and Wales

Source: ONS, Sexual offences in England and Wales: year ending March 2017, Table 1

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/sexualoffencesappendixtables>

— Women  
— Men

# Health and wellbeing

**Health and wellbeing can impact many aspects of a person's life, and is linked to many of the indicators set out in this report. We want to ensure that men and women have an equal opportunity to live long, healthy and happy lives.**

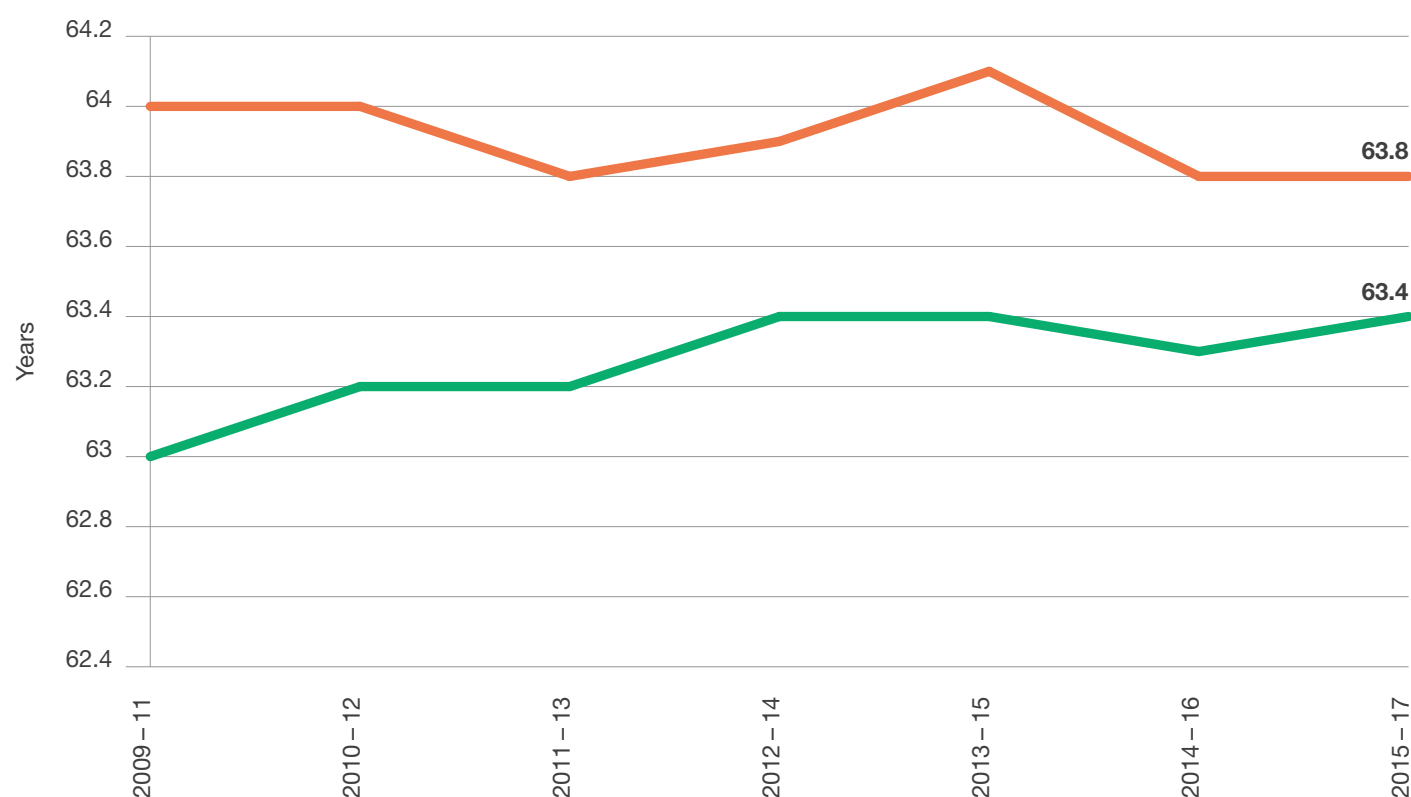
We have reported a headline indicator for health, but recognise that there are many conditions in which men have poorer health outcomes compared to women. We will expand on these measures for future releases to give a more rounded picture, for example by looking at causes of death by gender.

## Balanced life spent in good health

Females in England live longer than males on average, although the gap between the sexes has decreased over time. The majority of these extra years of life among females were spent in poorer health; females lived 3.6 years longer than males in 2015 to 2017, but only had 0.4 years longer in good health, and **the proportion of life lived in poorer health was 23.3% for females compared with 20.3% for males**. This is partly because female healthy life expectancy has slightly fallen over time while male healthy life expectancy has increased.

There is evidence to suggest that being of a lower socioeconomic status has a larger impact on health for women compared to men, and between 2012-14 and 2015-17 females in the most deprived areas had a significant decrease in life expectancy.<sup>22</sup>

### Healthy life expectancy at birth by sex, 2009-11 to 2015-17



Coverage: England

Source: ONS, Health state life expectancies, UK: 2015 to 2017

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/datasets/healthstatelifeexpectancyatbirthanddatage65bylocalareasuk>

Female

Male

## Balanced personal wellbeing

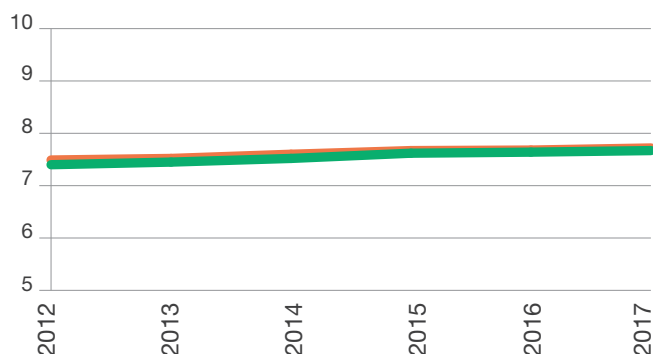
The ONS reports four measures of personal wellbeing, based on self-reported scores from 1 to 10. In 2017, males and females reported similar levels of life satisfaction and happiness on average, and these have become more similar over time. Average worthwhile scores were higher for females, and this gap has remained fairly stable. Females reported slightly higher levels of anxiety than males on average and this gap has widened over time.

These differences might be due to men and women having different perceptions of wellbeing and women are more likely than men to report having a common mental disorder.<sup>23</sup>

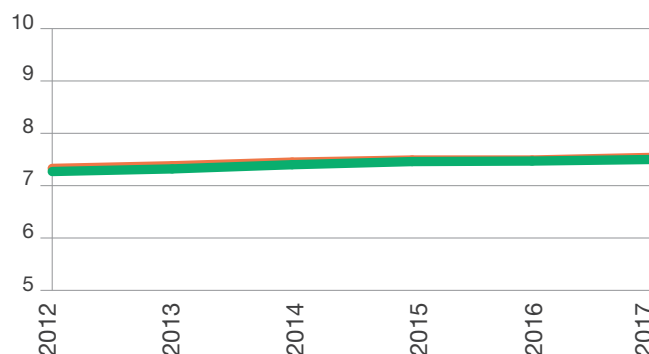
Evidence suggests that there are differences in men and women's experiences of mental health and access to services,<sup>24</sup> demonstrating that the same treatment of women and men does not necessarily result in equal outcomes. Therefore, we will look to expand this monitor to look at gender differences in seeking help, receiving treatment and achieving outcomes.

### Life satisfaction, worthwhile, happiness and anxiety scores (out of 10) by sex, year ending September 2012 to year ending September 2017

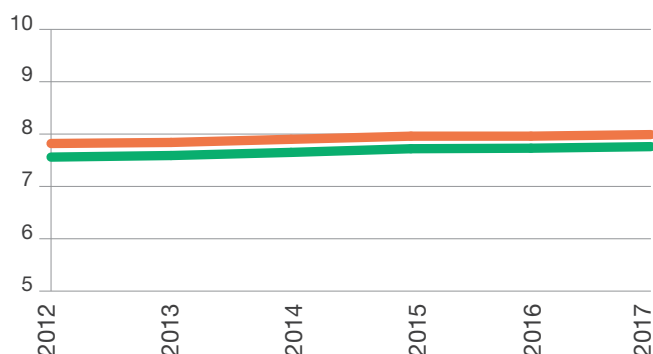
Life satisfaction



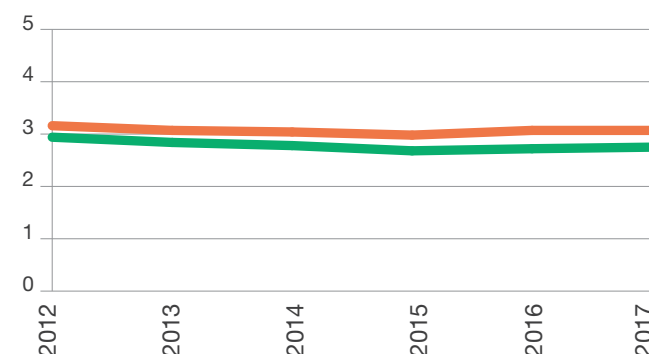
Happiness



Worthwhile



Anxiety



Coverage: UK

Source: ONS, Personal well-being estimates in the UK: October 2016 to September 2017

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/personalwellbeingestimatesbyageandsex>

Female  
Male

# References

- <sup>1</sup> Resolution Foundation (2019), 'Happy now? Lessons for economic policy makers from a focus on subjective well-being'
- <sup>2</sup> Office for National Statistics (2019), Labour Market Summary, UK: June 2019. (available at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/june2019>)
- <sup>3</sup> Institute for Fiscal Studies (2018), 'The gender pay gap in the UK: children and experience in work'
- <sup>4</sup> Office for National Statistics (2019), Labour Market Summary, UK: May 2019. Table A09 – (available at <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusbyethnicgroupa09>)
- <sup>5</sup> Office for National Statistics (2019), Labour Market Summary, UK. Table A05 SA
- <sup>6</sup> Olsen et al. (2018) 'The gender pay gap in the UK: evidence from the UKHLS', GEO (available at <https://www.gov.uk/government/publications/the-gender-pay-gap-in-the-uk-evidence-from-the-ukhls>)
- <sup>7</sup> Institute for Fiscal Studies (2018) 'Wage progression and the gender wage gap: the causal impact of hours of work'
- <sup>8</sup> Olsen et al. (2018) As above. These figures are taken from page 24 of that document, but reweighted so that the percentage figures relate only to the gap (i.e., protective factors are excluded)
- <sup>9</sup> Olsen et al. (2018) As above. These figures are taken from page 24 of that document, but reweighted so that the percentage figures relate only to the gap (i.e., protective factors are excluded)
- <sup>10</sup> Department for Education (2018), School workforce in England: November 2017, Table 4 (available at <https://www.gov.uk/government/statistics/school-workforce-in-england-november-2017>)
- <sup>11</sup> Office for National Statistics (2017) 'More mothers with young children working full-time' <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/moremotherswithyoungchildrenworkingfulltime/2017-09-26>
- <sup>12</sup> Office for National Statistics, Sustainable Development Goals Reporting Platform (available at: <https://sustainabledevelopment-uk.github.io/5-4-1/>)
- <sup>13</sup> Office for National Statistics Household satellite account, UK: 2015 and 2016 (available at <https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/householdsatelliteaccounts/2015and2016estimates#focus-on-childcare>)
- <sup>14</sup> Office for National Statistics, Births in England and Wales: 2017 (available at <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/bulletins/birthsummarytablesendlandandwales/2017>)
- <sup>15</sup> Office for National Statistics (2019) Sandwich carers (available at <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/datasets/sandwichcarers>)
- <sup>16</sup> Government Equalities Office (2019) Attitudes to Equalities: the British Social Attitudes Survey 2017 (available at <https://www.gov.uk/government/publications/attitudes-to-equalities-the-british-social-attitudes-survey-2017>)
- <sup>17</sup> UK VC & Female Founders, report, February 2019
- <sup>18</sup> Department for Education (2019), Attitudes towards STEM subjects by gender at KS4: Evidence from LSYPE2 (available at <https://www.gov.uk/government/publications/attitudes-to-stem-subjects-by-gender-at-key-stage-4>)
- <sup>19</sup> Key stage 4 and multi-academy trust performance 2018 (revised), Table S2b (available at <https://www.gov.uk/government/statistics/key-stage-4-and-multi-academy-trust-performance-2018-revised>)
- <sup>20</sup> Department for Education (2018) Key stage 4 including Multi-Academy Trust performance, 2018 (revised) (available at [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/774014/2018\\_KS4\\_main\\_text.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/774014/2018_KS4_main_text.pdf))
- <sup>21</sup> Department for Education (2019), Revised A level and other 16 to 18 results (available at [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/773054/2018\\_revised\\_A\\_level\\_and\\_other\\_16-18\\_results\\_in\\_England.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/773054/2018_revised_A_level_and_other_16-18_results_in_England.pdf))
- <sup>22</sup> Office for National Statistics (2018) Health state life expectancies by national deprivation deciles (available at <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthinequalities/bulletins/healthstatelifeexpectanciesbyindexofmultipledeprivationimd/2015to2017#life-expectancy-and-healthy-life-expectancy-in-england-by-the-index-of-multiple-deprivation-2015-imd15-2015-to-2017>)
- <sup>23</sup> Adult Psychiatric Morbidity Survey: Survey of Mental Health and Wellbeing, England 2014 (available at <https://digital.nhs.uk/data-and-information/publications/statistical/adult-psychiatric-morbidity-survey/adult-psychiatric-morbidity-survey-survey-of-mental-health-and-wellbeing-england-2014>)
- <sup>24</sup> Department of Health and Social Care (2018), The Women's Mental Health Taskforce Final Report (available at <https://www.gov.uk/government/publications/the-womens-mental-health-taskforce-report>)





HM Government

**Government Equalities Office**  
Sanctuary Buildings, 6th floor,  
20 Great Smith Street,  
London SW1P 3BT  
[www.gov.uk/geo](http://www.gov.uk/geo)

July 2019  
© Crown copyright 2019