

COMMISSION ON A

GENDER-EQUAL

ECONOMY

wbg WOMEN'S
BUDGET
GROUP



Learnings from the pandemic

- When faced with crisis, **care** and **kindness** come to the fore
- **Key workers** have kept us going
- **Government intervention** is possible, and powerful
- Crises do not impact everyone **equally**
- **We**, the people, **make and sustain the economy** and human life

What kind of world do we want to create? What kind of economy do we want to make?

Underlying problems in the economy

- Entrenched **inequality**
- Neglect of **wellbeing** of people and planet
- An overwhelming focus on **short-term financial interests**, instead of long-term investment

Spirals of Inequality

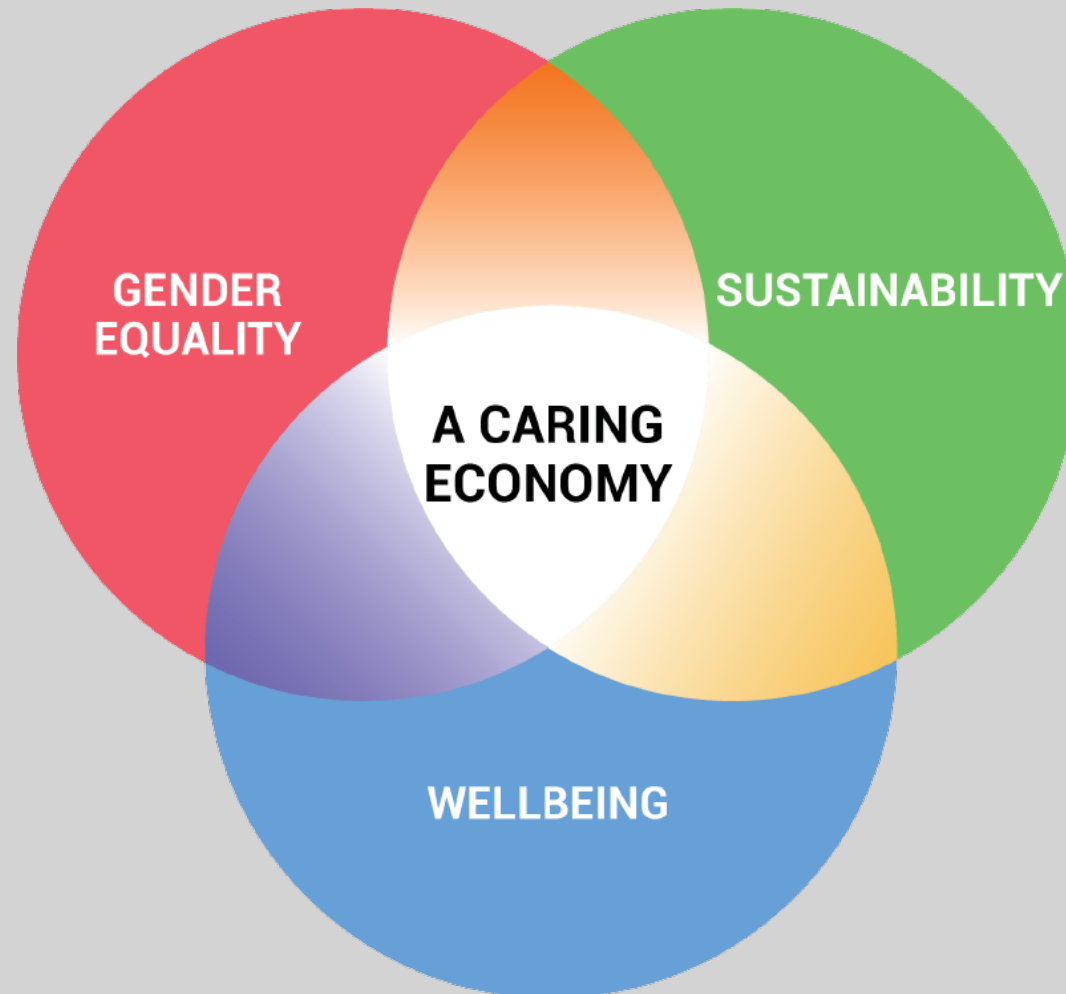
On average, women carry out 60% more unpaid work than men.

Women aged 26-35 do the most unpaid work (34.6 hours per week compared with 17.4 hours for men aged 26-35)

<https://wbg.org.uk/analysis/spirals-of-inequality/>

<https://vimeo.com/409866367>

A caring economy



Gendered impacts of Covid disruption

- Loss of jobs, income, working hours, services, support;
- Access to Statutory Sick pay for low paid workers
- Job Retention Scheme at 80% can push earnings below Real Living wage (£9.30ph); median hourly pay in female dominated 'keyworker' sectors will fall;
- Increased risk – and reality – of domestic abuse and coercive control;
- 50/50 risk of disruption in overall occupational spread, but
- 77% in high exposure of occupational risk to disruption are women;
- Financial impact greater for women due to sectoral and occupational gender pay gaps, e.g. < 28% in social care sector;
- 30+% of jobs in shutdown sectors held by lone parents (91% women)
- Part-time workers at risk of reduction in hours; wage/job retention schemes require to address imbalance;

Stress and wellbeing implications

Immediate loss of jobs and hours

60% unpaid carers are women - £10.8bn replacement costs – (Sc Budget is £30+bn)

Social care and health care workforce – 83% and 76%

Childcare expansion delayed – immediate implications for shift and atypical workers; poorest workers already unable to increase hours, take up alternative jobs, or access education and training;

Increases in stress factors

- 56% women experiencing higher levels of anxiety and lower levels of wellbeing – 0 from 32-12 for women and 28-15 for men;
- 46% young women parents experiencing higher levels of anxiety (7+/10)

Pressures from employers – to work as ‘essential workers’ – 72% women; 57% women under pressure, 41% increased workload;

57% anticipating increased debt; 48% young parents worried about rent and mortgage payments: 43% young women parents running out of money.

Policy Responses

- Child Benefit - £50 increase
- Remove benefit gap and rape clause
- Real Living Wage to all workers
- Gender balance and representation
- Assessment of impact on services and recipients of funding commitments re-directed
- Job retention and support schemes - built in flexibility for part-time protections, childcare costs;
- Black and minority ethnic women in precarious/shutdown jobs
- Migrant women – review ‘no recourse...’; immigration status and
- Intersectional gendered analysis and data
- Care-led economic renewal and recovery
- Re-shaping economy and public spending to value care provision
- Equality and human rights budgeting – transparency, protection and realisation of rights, minimum core+
- Childcare expansion – protected spend; analysis of impact on demand of job losses/reduction in hours/jobs lost to economy;
- Community resilience and public funding support.

Eight steps to a caring economy

1. Re- envision what we mean by 'the economy'



2. Invest in social and physical infrastructure



3. Transform the worlds of paid and unpaid work



4. Invest in a caring social security system based on dignity and autonomy



5. Transform the tax systems across the UK



6. Refocus fiscal & monetary policy on building a caring economy



7. Work to develop a trade system that is socially and environmentally sustainable



8. Work to transform the international economic system



1. Re-envision what we mean by 'the economy'

- **Recognise** the economic **value** of **unpaid work**
- **Monitor progress** towards the creation of a **caring economy** using an aggregate wellbeing indicator
- **Reimagine costs, efficiency and productivity** so that social value, environmental value, wellbeing and unpaid time are taken into account, rather than only 'market value'.
- Assess all policies for their **impact** on people's abilities to receive and provide **care**, both **paid** and **unpaid**
- Ensure that the **impact of all economic policies on equalities** is properly assessed and bold action is taken to mitigate any negative impacts



2. Invest in social and physical infrastructure

- Ensure **sustainable** and **adequate funding**, at **all levels** of government, of **public services**, and ensure that **procurement** prioritises equality, wellbeing and sustainability, above lowest financial cost.
- Establish a free-at-the-point-of-use, high quality **Universal Care Service**, financed centrally by the public purse, closely connected to the NHS, locally run in consultation with users, with a well-trained and well-paid care workforce
- Introduce **free, universal childcare provision**, including early childhood education and activities before and after school, offered year-round and on a full-time basis, with increased staff qualification levels and pay
- **Increase investment in healthcare**, and prioritise funding towards community and primary care, with stronger roles and representation and higher pay for nurses, healthcare assistants and other support staff



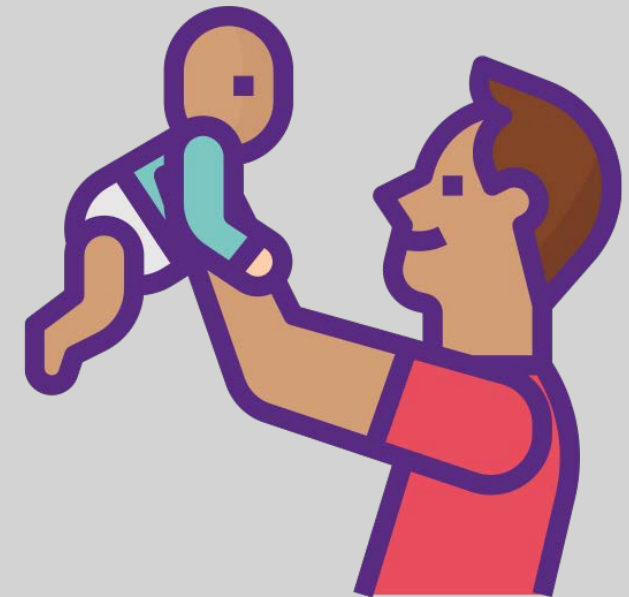
2. Invest in social and physical infrastructure (cont.)

- Ensure that specialist **Violence Against Women and Girls (VAWG)** support providers are adequately funded, and the police response and criminal justice procedures relating to VAWG are overhauled
- Enable local authorities to build sufficient energy-efficient **social housing and genuinely affordable housing**, and strengthen **rights and protections of tenants** in the private sector
- Develop a **high quality, green public transport system** through increased investment, particularly in bus systems, organised in ways which support people combining paid and unpaid work
- Implement a **well-funded education system** that prioritises collective caring, wellbeing and challenges gender stereotypes, and ensure that sexual harassment and VAWG is eradicated from educational settings



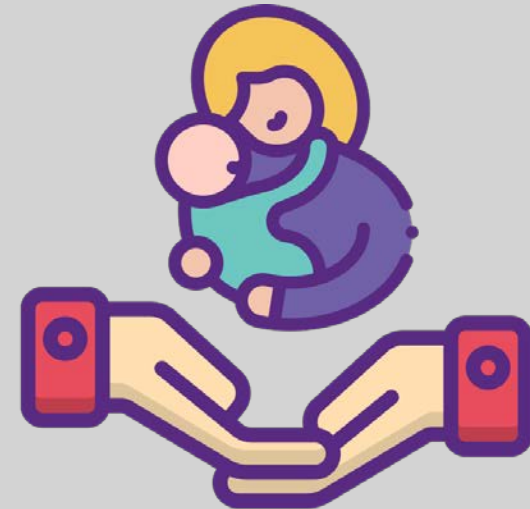
3. Transform the worlds of paid and unpaid work

- Make it easier for workers to **combine paid work and caring responsibilities**, through for instance introducing **equal legal entitlements to paid caring leave** for all employees and self-employed people, including equal sharing of parental leave in the first year of a child's life, and leave for caring for elderly/disabled people and older children when required
- Pursue innovative strategies to **reduce the full-time working week** to around 30 hours, while also providing 'living hours guarantees' to ensure workers have enough hours' work to meet their income needs
- Establish an **effective wage floor** by implementing a minimum wage which is based on the real cost of living, such as the Real Living Wage
- Support **greater diversity and innovation** in forms of business **ownership**, including **cooperatives and social enterprises**



4. Invest in a caring social security system based on dignity and autonomy

- Ensure that **dignity** is safeguarded by withdrawing punitive and unreasonable sanctions
- **Enhance autonomy** by enabling individuals to establish their own claim to benefits
- **Improve and extend individual non-means-tested benefits** to replace means-tested benefits wherever possible
- Ensure benefits to meet the additional costs of caring for children and of living with disabilities are **non-means tested** and **reflect the real level** of these costs
- Increase Carer's Allowance for those providing **long-term unpaid care**
- Implement a **universal basic income for retired people** i.e. a non-earnings-related, non-contributory pension for all that genuinely supports a decent standard of living



5. Transform the tax systems across the UK

- **Reform the system** so that it is more **progressive** and **raises more revenue**, including through abolition of poorly designed tax reliefs, allowances and exemptions which aid tax avoidance and mainly benefit better-off men
- **Overhaul the taxation of wealth and income from wealth**, including equalising the rate of Capital Gains Tax with income tax and abolishing its additional tax-free allowance, taxing unearned income at same rate as earnings, converting inheritance tax into a tax on lifetime gifts, and reforming council tax
- Bring the **corporation tax rate back up to 24%** and ensure multinational companies can't **avoid** it
- Reintroduce genuine **independent taxation of income**



6. Refocus fiscal and monetary policy on building a caring economy

- Maintain, at the UK level, the **new policy of borrowing where required** and of **coordinating fiscal and monetary policy**, and use this to create and sustain a caring economy
- **Increase the borrowing powers of devolved governments and local governments** so that they can invest more in a caring economy
- Adopt **targets and indicators** directly related to **wellbeing, gender equality, and sustainability**



7. Work to develop a trade system that is socially and environmentally sustainable

- **Ensure that all post-Brexit trade and investment agreements guarantee no deterioration** of environmental, human rights and labour standards in the UK and our trading partners
- **Ensure the benefits of trade are shared, by assessing the impact** of trade and investment deals on equality and human rights, and taking action to support any groups who will be negatively impacted
- **Exclude public services** from trade and investment deals
- **Exclude investor protection provisions** in their current form from all future UK trade deals



8. Work to transform the international economic and financial system

- Support the UN General Assembly in organising an International Economic Reconstruction and Systemic Reform Summit, to promote **global transformation** in light of the crises triggered by the Covid-19 pandemic
- Support the establishment of an **intergovernmental UN tax body**, with equal participation of all countries, to break the deadlock in efforts to eliminate global tax evasion and avoidance
- Address the debt crisis in developing countries by supporting the basic principles for a **sovereign debt restructuring process, agreed upon in 2015**
- Ensure that all UK **Overseas Development Assistance** supports the achievement of gender equality, wellbeing and sustainability in recipient countries



People want change...

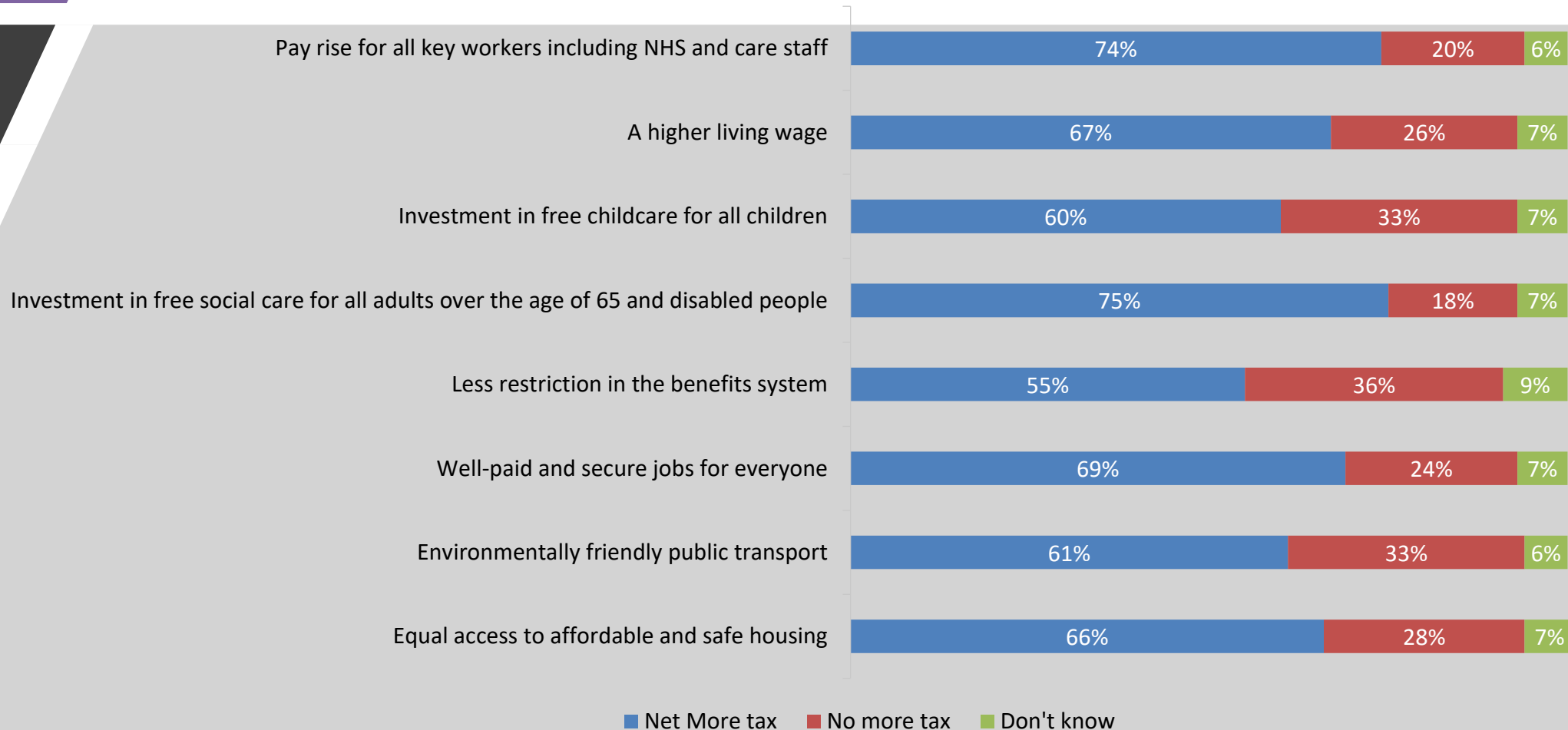
- 68% of people in the UK say that **wellbeing** should be used to measure the success of economic policy
- 79% agree that a **better balance** is needed between paid work, caring responsibilities, and free time
- Over half (56%) believe **investment** in social care, health and education is **more important** to the future of the economy than investment in transport and technology
- Three in four agree that **economic equality between women and men** is the mark of a good society and over half say it is a political priority for them
- 82% of respondents agree (52% strongly agree) that **social care** should be available to everyone based on their care **needs**, not their wealth
- Two in three agree that the Government should **encourage and financially support men to provide more care**, rising to 76% in former 'red wall' areas

Survey details:

Polling was carried out by Survation. 2052 interviews were conducted in the UK. Fieldwork took place between 3-10 September 2020

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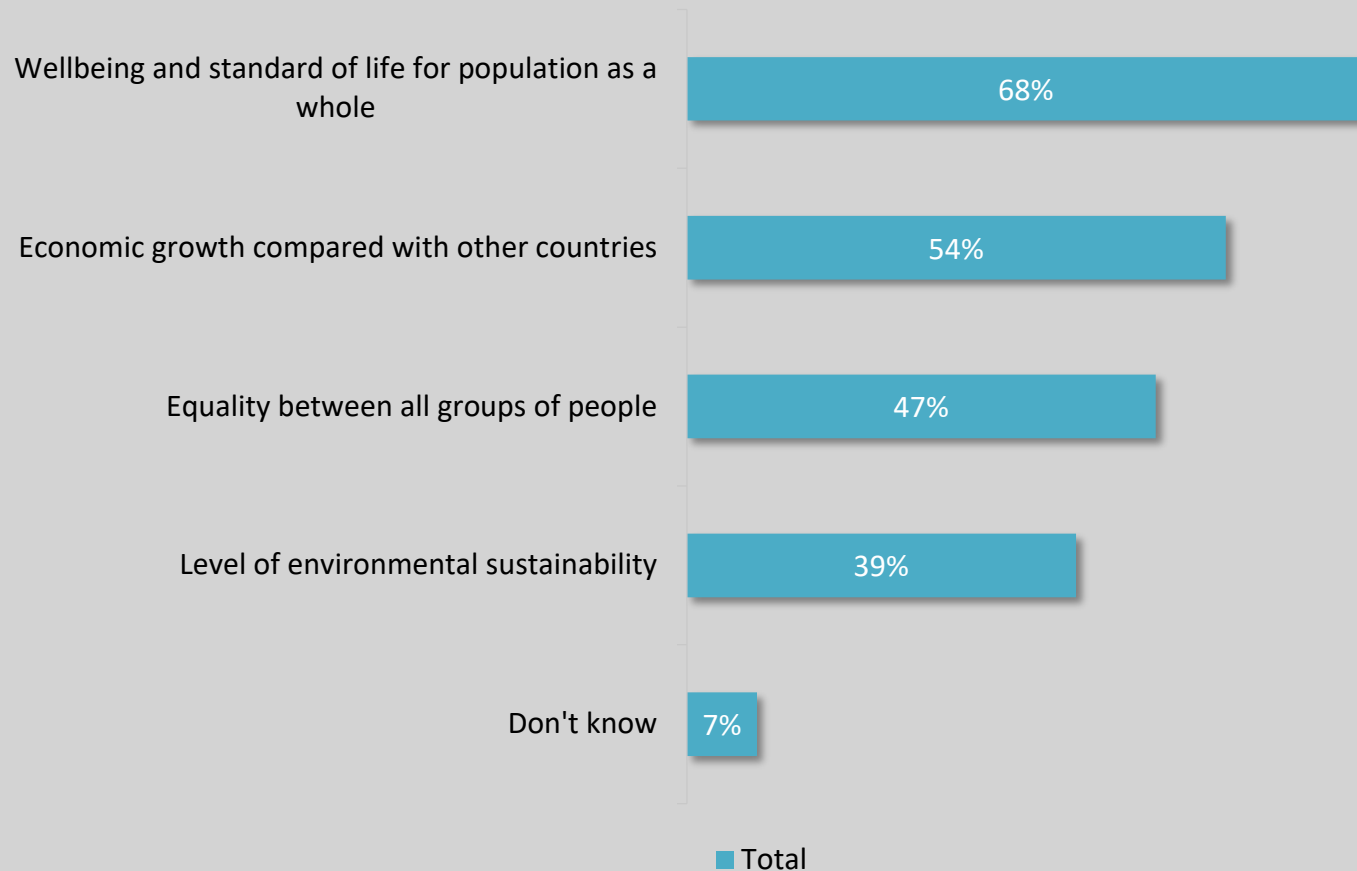
...and are willing to pay more in tax to make that change happen



Responses to: Would you be willing to pay more tax to support the following?

Base: All Respondents Unweighted Total: Net More tax=2052, No more tax=2052, Don't know=2052

A large majority of the population believe that wellbeing and standard of life should be used to measure the success of Government economic policy



The older respondents were, the more likely they were to place importance on standard of life

80%
of over 65-year-olds believed wellbeing and standard should be a measure of economic success

Q1. Which of the following should be used to measure the success of Government economic policy? Please select all that apply.

Base: All Respondents Unweighted Total: Total=2052

Who believes that wellbeing and standard of life should be used as a measure of the success of Government economic policies? A closer look...

Gender

Men:
68%

Women:
68%

Country



67%



78%



62%



79%

Age

18-34	55%
35-44	65%
45-54	72%
55-64	72%
65+	80%

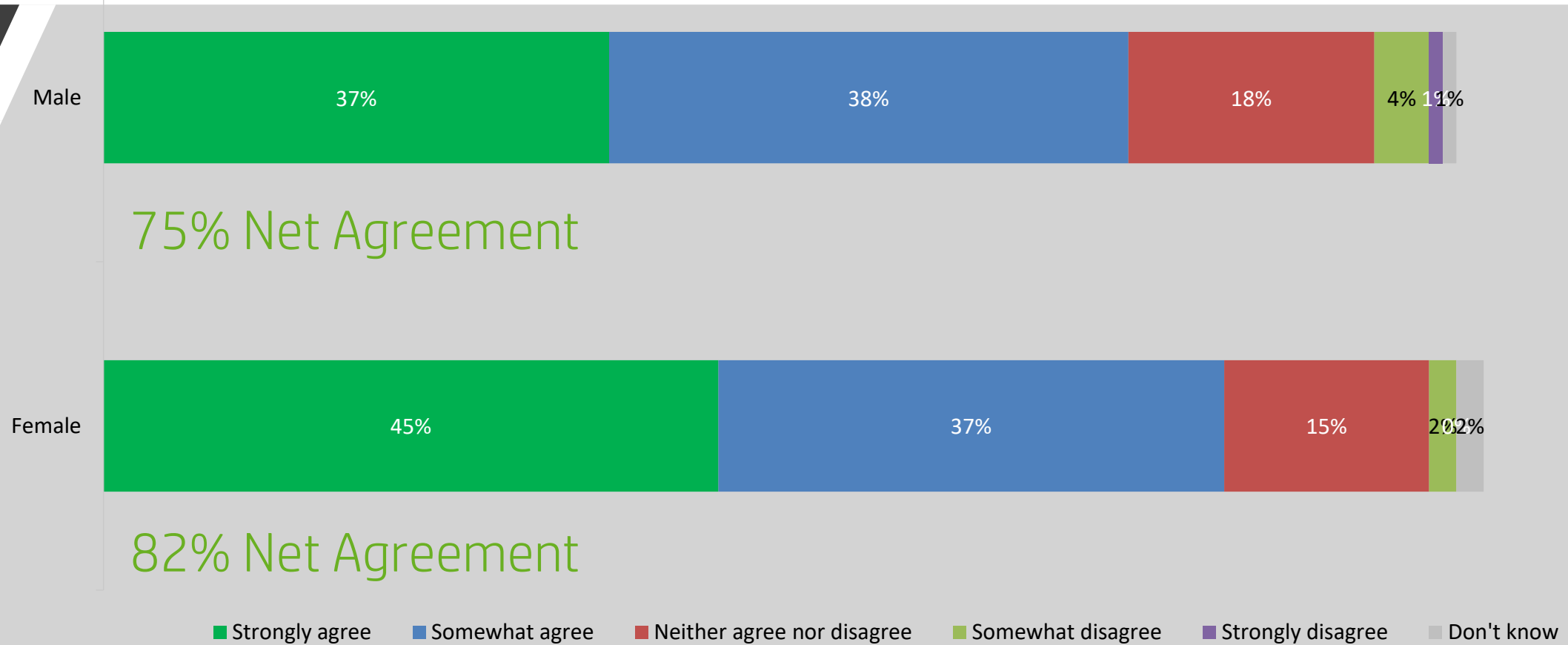
Household Income

£0 - £19,999	57%
£20,000 - £39,999	69%
£40,000+	73%

Black, Asian and
ethnic minority
people

64%

Three in four men agree that women and men should share caring tasks for children and/or older or disabled relatives more equally

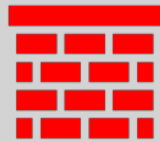


Q7. To what extent do you agree or disagree with the following statements? Women and men should share caring tasks for children and/or older or disabled relatives more equally

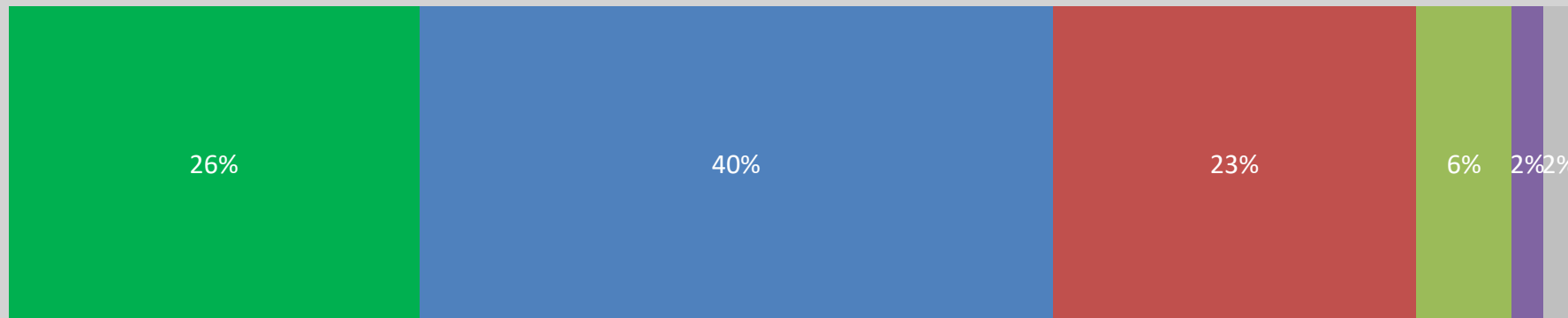
Base: All Respondents Unweighted Total: Male=923, Female=1129

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Two in three agree that the Government should encourage and financially support men to provide more care; rising to 76% in former 'red wall' areas



Net agreement was 10% higher amongst former red wall voters



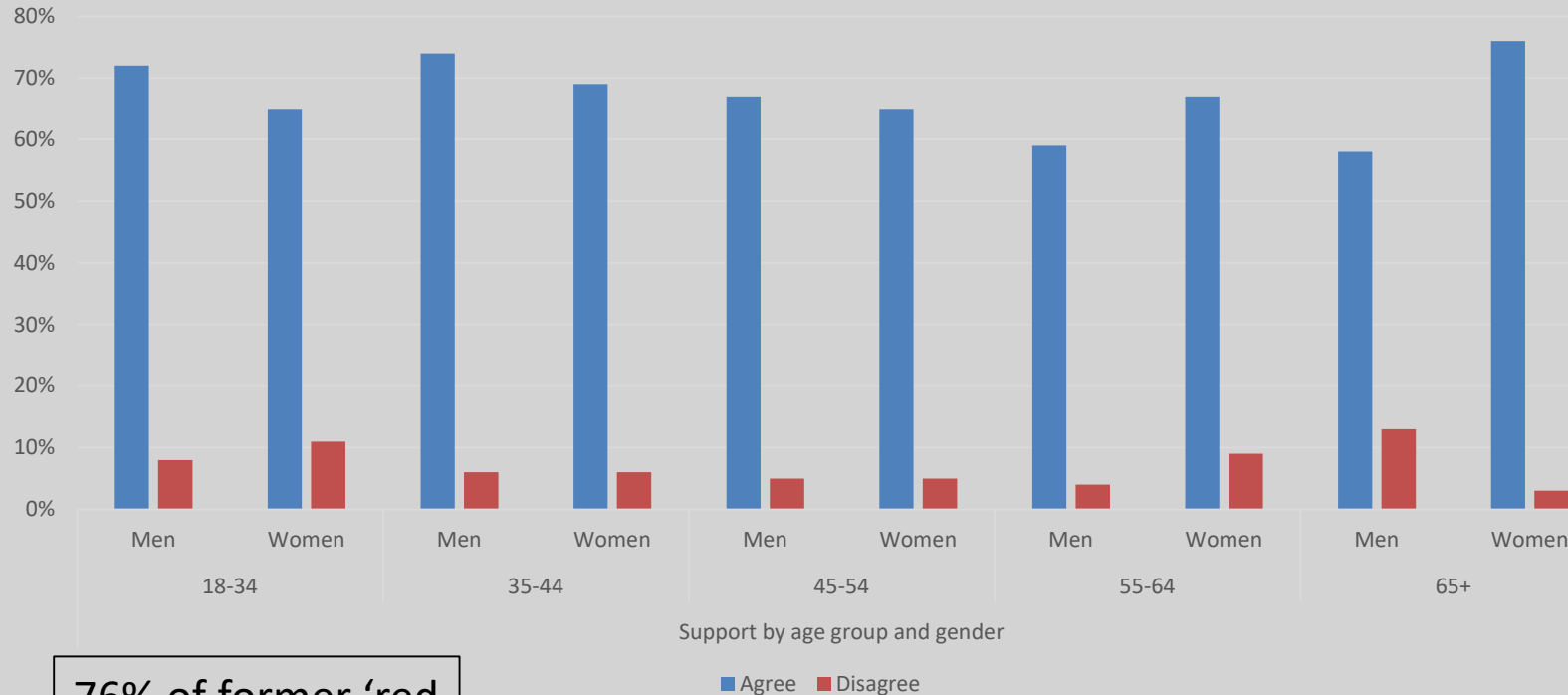
66% Net Agreement

■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Strongly disagree ■ Don't know

Q9. To what extent do you agree or disagree with the following statements? Men should be encouraged and financially supported by the Government to provide more care for their children and/or disabled or elderly relatives
Base: All Respondents Unweighted Total: Total=2052

Men want to be encouraged and financially supported to do more care

Q9. To what extent do you agree or disagree with the following statements? Men should be encouraged and financially supported by the Government to provide more care for their children and/or disabled or elderly relatives





Highest levels of overall support in Northern Ireland (78%) and Scotland (73%)

76% of former 'red wall' Conservative voters agree

Men aged 18-54 are more likely than women of the same age bracket to say that they should be encouraged and financially supported by the Government to do more care

There is higher support in Scotland for men and women sharing responsibilities equally, economic equality being a political priority and financial support to men to provide care

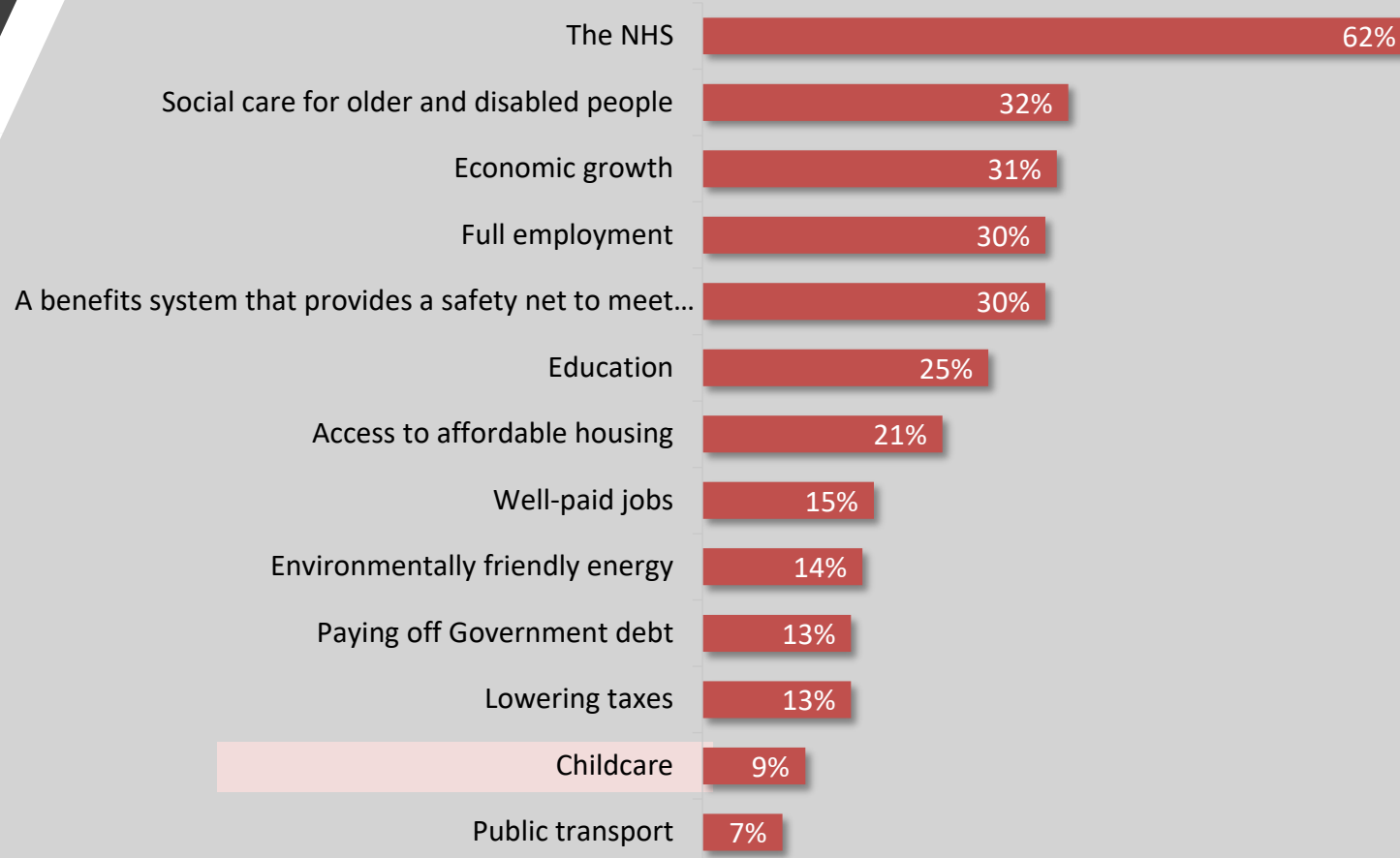


% Agree					
• Good provision of care to children, older and disabled people is a mark of a good society	84	83	87	88	86
• Social care for older people and disabled people should be available to everyone based on their care needs, not their wealth	82	81	85	87	91
• Women and men should share caring tasks for children and/or older or disabled relatives more equally	79	78	85	74	77
• A better balance between paid work, caring for children and/or older or disabled relatives, and free time, should be a priority for both women and men	79	79	82	73	84
• Economic equality between women and men is a mark of a good society	75	75	79	78	79
• Men should be encouraged and financially supported by the Government to provide more care for their children and/or disabled or elderly	67	66	73	61	78
• Economic equality between women and men is a political priority for me	55	54	62	51	61

- Q4 to Q10. To what extent do you agree or disagree with the following statements?
- Base: All Respondents Unweighted Total: UK =2052, England =1737, Scotland =176, Wales =105, Northern Ireland =34

Spending priorities

% Top 3 ranks



33% of respondents ranked the NHS as the number 1 priority

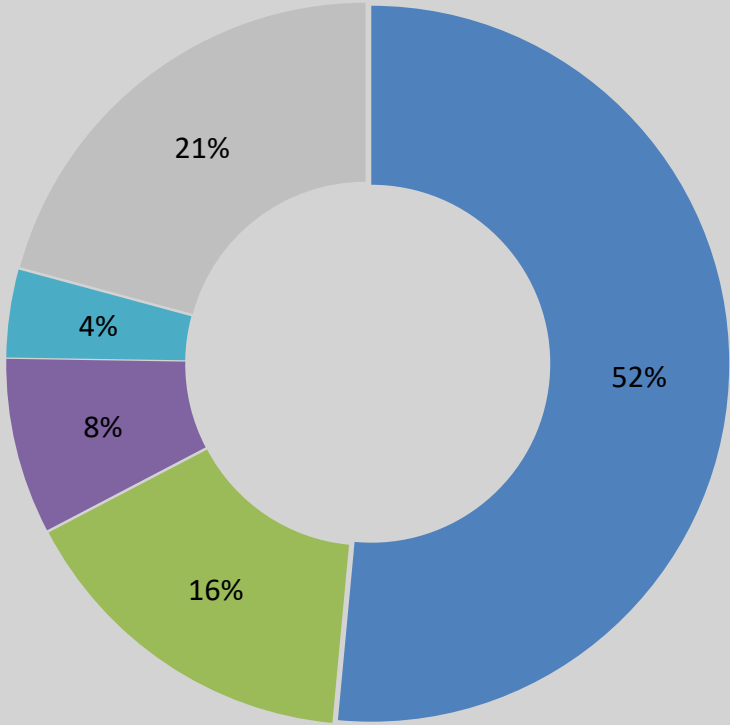
49% of respondents aged 65+ ranked social care for older and disabled people in the top 3

40% of respondents with a disability ranked social care for older and disabled people in the top 3

Q12. Which of the following do you think should be the governments top spending priorities in the recovery from the coronavirus crisis? Please rank the top five, with rank 1 being the first priority.

Base: All Respondents Unweighted Total: Total=2052

Progressive tax increases are the most popular method to fund the UK's economic recovery



- Increase taxes progressively so that individuals and companies pay according to their resources
- Borrow more money
- Make cuts to public services such as the NHS and education
- Other
- Don't know

Q17. Which of the following would be the best way for the Government to pay for the recovery from the coronavirus crisis?

Base: All Respondents Unweighted Total: Total=2052

One in three would more likely vote for a party in an election that is committed to free childcare for all children



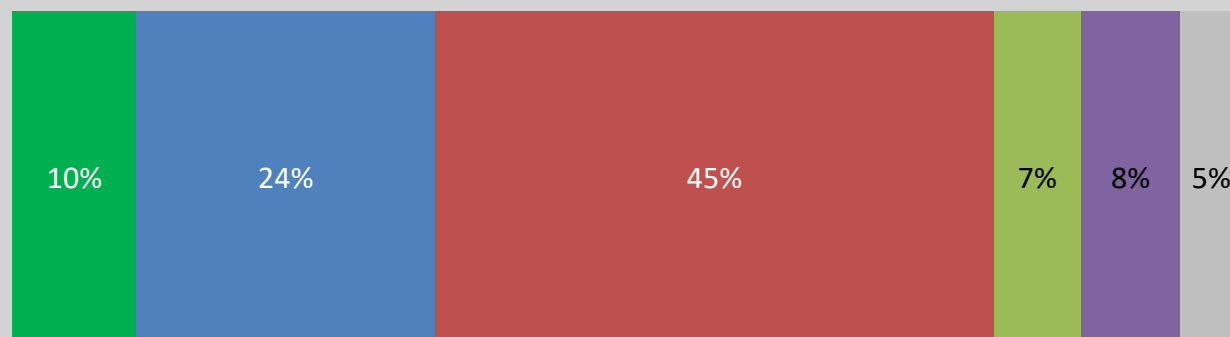
27% net



46% net



33% net



35% Net

- Much more likely
- Somewhat more likely
- Neither more nor less likely
- Somewhat less likely
- Much less likely
- Don't know

50% of respondents aged 18-34 said it was likely

43% of respondents with a disability said it was likely

47% of respondents with caring responsibilities said it was likely

Q26. If a political party committed to free childcare for all children, to what extent would you be more or less likely to vote for that party in an election?

Base: All Respondents Unweighted Total: Total=2052

About three in five are more likely to vote for that party in an election that is committed to free social care for all adults who need it



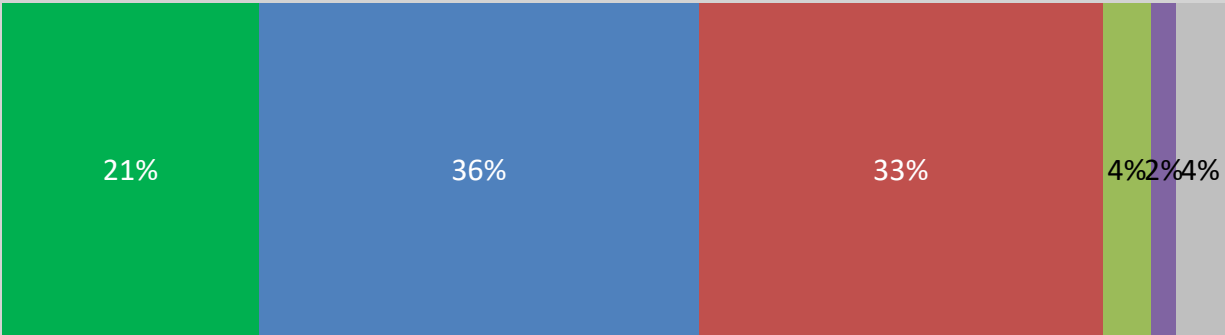
66% net



55% net



52% net



66% of respondents aged 65+ said it was likely

64% of respondents with a disability said it was likely

57% Net

- Much more likely
- Somewhat more likely
- Neither more nor less likely
- Somewhat less likely
- Much less likely
- Don't know

Q27. If a party committed to free social care for all adults who need it, to what extent would you be more or less likely to vote for that party in an election?

Base: All Respondents Unweighted Total: Total=2052

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