



# Townswomen's Guilds:

## THE FACTS OF THE MATTER

- 42% of female workers are part-time
- 73% of part-time workers are women
- 11% of those working in engineering are women
- Ryanair has a gender pay gap of 71.8%
- The average gender pay gap of 17.9% means women work 67 days a year for free
- Eight out of 10 UK companies pay men more than women
- In English state secondary schools, women make up 63% of teaching staff, but only 38% of head teachers
- Bridging the gender gap in work would add £150bn to the UK economy by 2025

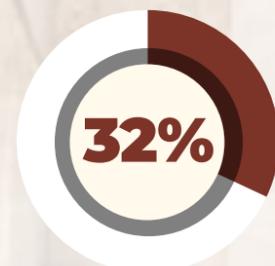
## PROFILES

**Dorothy Garrod** (1892-1968) was an English archaeologist, whose groundbreaking excavations at Mount Carmel in Palestine began in 1929. She was the first woman to become an Oxbridge professor. In February 2018, beef farmer **Minette Batters** became the first female president of the National Farmers' Union, an organisation founded in 1908.

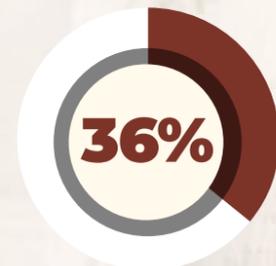


# women and work from 1929

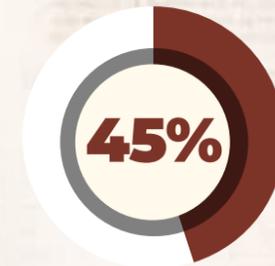
## OUR PARLIAMENTARIANS



of UK MPs are women



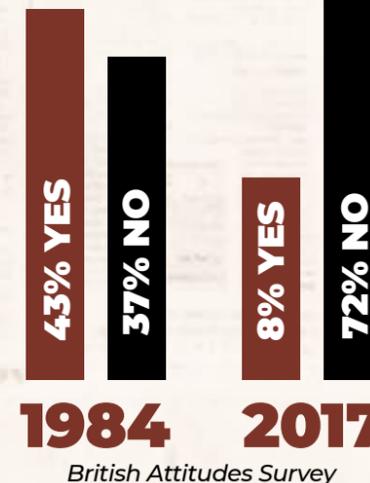
of Members of the Scottish Parliament are women



of Welsh Assembly Members are women

## CHANGING ATTITUDES

Do you believe men should be the breadwinner, and women the homemaker?



British Airways didn't lift its ban on female cabin crew wearing trousers until 2016

**JOIN US!** Make friends and make a difference – to find out more about Townswomen's Guilds visit [www.the-tg.com](http://www.the-tg.com), or call 0121 326 0400.

## CALLING TIME ON INEQUALITY

<p>Margaret Bondfield becomes the first woman cabinet minister</p> <p>1929</p> <p>Dame Anne Loughlin becomes the first female president of the TUC</p> <p>1943</p>	<p>Marriage bar for teachers and BBC employees lifted</p> <p>1944</p> <p>Civil service marriage bar lifted, except in the foreign and diplomatic service</p> <p>1946</p>	<p>Legal reforms require equal pay for women teachers and civil servants</p> <p>1956</p> <p>Women allowed to sit in the House of Lords</p> <p>1958</p>	<p>Equal Pay Act comes into force</p> <p>1970</p> <p>Women allowed to join the London Stock Exchange</p> <p>1973</p>	<p>Sex Discrimination Act passed</p> <p>1975</p> <p>Equal Opportunities Commission established to oversee the Equal Pay and Sex Discrimination Acts</p> <p>1976</p>	<p>Baroness Young becomes the first female leader of the House of Lords</p> <p>1979</p> <p>Margaret Thatcher becomes Britain's first woman prime minister</p> <p>1981</p>	<p>The Equal Pay (Amendment) Regulations promise equal pay for work of equal value</p> <p>1983</p> <p>Lady Mary Donaldson becomes the first female Lord Mayor of London</p> <p>1983</p>	<p>Betty Boothroyd becomes the first female Speaker in the House of Commons</p> <p>1990</p> <p>Married women taxed separately from their husbands</p> <p>1992</p>	<p>The Equality Act replaces previous anti-discrimination laws</p> <p>1994</p> <p>Part-time workers given equal rights</p> <p>2010</p>	<p>Employers with more than 250 staff are required to report salary figures for men and women</p> <p>2015</p> <p>Shared parental leave introduced, though take-up is just 2%</p> <p>2018</p>
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