

Written evidence submitted by the Equality and Human Rights Commission (CVG0023)

Background

1. The Equality and Human Rights Commission (the Commission) welcomes the opportunity to provide evidence to the Women and Equalities Committee on the gendered economic impact of coronavirus. The Commission is a statutory body established under the Equality Act 2006. It operates independently to encourage equality and diversity, eliminate unlawful discrimination, and protect and promote human rights. As part of this role we highlight issues of concern, inform and guide good practice, engage others in solutions and influence change in employment practice.
2. Since the Committee's initial inquiry on the impact of coronavirus on people with protected characteristics,¹ further evidence has emerged pointing to the disproportionate economic impact that coronavirus is having on some women and men.²
3. If the Government fails to fully understand and address this disproportionate impact, such failure may amount to a breach of its domestic and international obligations to promote equality and eliminate discrimination against women in employment.³
4. The evidence we present in this submission should be read alongside our earlier submission to the Committee⁴ and draws from our recent response to the BEIS Select Committee inquiry into the impact of Covid-19 on businesses and workers, which covered many of the issues set out below, as well as the impact on ethnic minority and disabled workers.⁵

Summary

5. While all workplaces and employees have been affected by coronavirus, the crisis is affecting different groups, and different parts of the country, in different ways. While noting that men comprise the majority of critical care cases, the Women's Budget Group has highlighted how women are disproportionately affected in work. For example, women comprise the majority of health and care workers and of low paid workers,⁶ where a lack of basic employment rights such as sick pay mean that many have been forced to continue working while having to bear the brunt of their own childcare needs.⁷
6. This places huge challenges in terms of individual health and well-being, but also in terms of women's ability to participate in the labour market after social distancing ends, if schools are still closed, or if childcare provision is eroded further.

7. Recent estimates at a European level is that the economic benefits of gender equality could lead to a 10 percent increase in GDP yearly.⁸ There are clear business benefits to increasing workforce diversity too: diverse workplaces are more competitive, profitable and secure, financially out-performing their peers.⁹
8. As such, the Commission strongly believes economic recovery plans and employer responses need to consider and address the specific economic constraints facing women. If the Government is genuinely committed to achieving the best possible recovery it can, it needs to address labour market inequality, remove the barriers facing women in employment and create conditions for better economic participation for women. This includes making a commitment to ensuring the provision of affordable, flexible childcare, stepping away from insecure employment and encouraging the creation of good work at real living wage levels, so that women are able to contribute their skills and experience to securing Britain's economic recovery.

Our response

How has the economic impact of Coronavirus affected men and women differently?

9. The introduction of social distancing measures, shutdown of certain sectors and subsequent closure of schools and childcare settings has had a particular impact on women. Pre-existing labour market gender inequalities such as concentration in part-time, low paid employment, and over-representation in health and social care,¹⁰ childcare and education sectors, as well as shut-down sectors such as hospitality and retail, and the ongoing unequal burden of caring for children and family members,¹¹ places huge challenges on women's labour market participation and financial stability as Britain shifts towards economic recovery.
10. The sectoral impact of the social distancing restrictions, and the disproportionate impact it has had on low-paid women, needs to be considered throughout the Government's economic recovery strategy. The Resolution Foundation reported in June 2020 that women in employment were more likely to be in shutdown sectors than men in employment¹², and that women were more likely to be in low pay, with 19 per cent of women paid below two-thirds of the median compared to 12 per cent of men.¹³ IFS analysis also shows that workers in shutdown sectors such as hospitality were already almost twice as likely to be in poverty before the pandemic.¹⁴
11. There are clear signs that Britain is entering a period of recession.¹⁵ While Government interventions such as the Coronavirus Job Retention Scheme and the Self Employment Income Support Scheme were welcome, and provided much needed support for individuals and families, we are concerned that as support winds down, employers will be looking to make savings and reduce headcount.

12. Our analysis of the previous recession showed that women with childcare responsibilities were at a greater disadvantage than either men or other women in continuous employment.¹⁶ The Commission's research into pregnancy and maternity discrimination also found that 1 in 20 pregnant workers or those on, or recently returning from, maternity leave experienced redundancy.¹⁷
13. We cannot state at this point whether a similar proportion of mothers are being, or will be, made redundant due to coronavirus, but at the very least there is no reason to suppose that they will be **less** likely to be made redundant than they were in 2016. The possibility of ongoing disruption to schools, a lack of childcare, and constraints on the use of public transport may also limit women's ability to return to work and place them at greater risk of redundancy if employers are looking to reduce staffing levels.
14. In addition, low-skill, low paid work is particularly vulnerable to any economic downturn¹⁸ and there is evidence already that certain sectors, including hospitality and retail where many women are employed, are beginning to implement major redundancies,¹⁹ and permanent closures as a result of the pandemic.²⁰ This will have a profound impact on the financial security of many women and the gender pay gap in the longer term.

To what extent do the different impacts on men and women reflect existing sex or gender-based inequalities?

15. The differential economic impact we are seeing on women is a direct result of existing labour market inequalities caused by the combination of women's concentration in low paid or part time work, lack of flexible working opportunities at all levels, and the fact that women do the majority of unpaid care work. These are all contributing factors to the gender pay gap, which we believe may be widened as a result of the coronavirus.
16. In the Gender Equality Roadmap: a strategy for change, published in 2019, the previous Government made clear that action was already required to address gender inequality in the labour market, increase women's economic stability, address workplace discrimination, and create the conditions for more equal sharing of caring responsibilities.²¹
17. We want to see renewed commitment to progressing the actions set out in that document, in particular around pregnancy and maternity discrimination, addressing the factors contributing to the gender pay gap, and the barriers contributing to women's concentration in low-paid, junior roles.

How have Government measures affected economic inequalities for men and women?

18. While in the population as a whole women are more likely to work in shut-down sectors such as retail and hospitality²², men from ethnic minority groups are also particularly affected. Bangladeshi men are four times as likely as white British men to have jobs in shut-down industries, in part due to their concentration in the restaurant sector, and Pakistani men are nearly three times as likely, partly due to their concentration in taxi driving. Black African and black Caribbean men are both 50% more likely than white British men to be in shut-down sectors.²³ As a result coronavirus is likely to have a greater effect on the earnings of these groups now and in the future with many employers within these sectors under threat as their long term future is uncertain.
19. As a result of the closure of schools and nurseries, many parents faced difficulty balancing the needs of working and childcare, either because they were expected to work from home, or because they were required to attend work. Unequal division of unpaid labour, including childcare and caring responsibilities for older or disabled relatives, means that this is having a particular impact on women.
20. An IFS online survey from April-May reports that mothers are 23 per cent more likely than fathers to have lost their jobs either temporarily or permanently during the pandemic. Of those mothers who were in paid work prior to social distancing measures being introduced, they were 47 percent more likely to have permanently lost their job or to have quit employment, and 14 percent more likely to have been furloughed. Many mothers too have had to reduce their paid working hours in order to manage the additional requirement of childcare and schooling.²⁴
21. A recent survey by Pregnant Then Screwed indicates that 77.6 per cent of mothers reported difficulties balancing paid employment and childcare, with 25 percent of respondents saying that their employer had been inflexible. 56.5 per cent also report concerns that this has, or will, damage their career prospects.²⁵
22. A lack of affordable, sustainable and flexible childcare is also a real concern. Childcare providers have expressed concern about their long term viability in light of the social distancing restrictions²⁶ because of narrow profit margins and reliance on parents paying fees²⁷. A survey in April revealed that 25 per cent of providers thought that it would be unlikely they would be operating in 12 months' time²⁸; another reported that around 15 per cent of providers, offering up to 250,000 places, stated that they won't reopen once social distancing measures are ended²⁹. The TUC also found that 71 per cent of mums planning to return to work in the three months following June 2020 are currently unable to find childcare³⁰, with 35% of mothers prior to the crisis relying on informal childcare such as friends and relatives, which may no longer be an option due to pandemic restrictions³¹. If early years' childcare settings are forced to close because of a lack of funding, this will severely undermine women's future participation in the labour market.
23. A survey of 6147 parents in early March 2020 found that eight per cent of women had not returned to work due to childcare costs, and for those who had, 47.2 per cent

reduced their hours³². Recent research by the Organisation for Economic Co-operation and Development estimates that the UK has the second most expensive childcare system in the world,³³ meaning many women decide to work part-time to care for their children themselves, a contributing factor to the gender pay gap. There were also existing concerns about the viability and sustainability of the current system of 30 hours funded childcare, as only half of local authorities in England and Wales have enough childcare available for parents who are working full-time³⁴.

How effective has the Government's economic support package, in particular, been for particular groups of men and women?

24. The pandemic highlighted the lack of basic employment rights such as sick pay that mean many gig economy workers have no choice but to continue working. This type of work is predominantly low paid and precarious, with an overrepresentation of young workers³⁵, ethnic minorities,³⁶ and women who are more likely to work in shut-down sectors such as retail and hospitality – low pay sectors that account for about a quarter of all employment in the UK economy, and which are particularly affected by social distancing requirements.³⁷ As a result, coronavirus is likely to have a greater effect on the earnings of these groups now and in the future with many employers within these sectors under threat as their long term future is uncertain.
25. We are also concerned that the Government's Self Employment Income Scheme (SEISS) penalises women who have been on maternity leave because the scheme uses the last three tax returns to calculate average profit.³⁸ As women will have taken time out from their business whilst on maternity leave, profits will be considerably lower.
26. In addition, women, ethnic minority workers and disabled people often fail to meet the earnings threshold for either Statutory Sick Pay (SSP) or the Coronavirus Job Retention Scheme (CJRS). **We have called for the Government to remove the earning thresholds for SSP and the CJRS, and increase SSP to National Minimum Wage levels to help to reduce this disadvantage, and amend the SEISS to exempt maternity leave from average earnings calculations.**

What has the specific economic impact been on men and women with other protected characteristics or intersecting identities (for example women or men with disabilities; women and men from BAME communities; pregnant women)

Pregnant women:

27. Pregnant women and new mothers already face disadvantage in the workplace, which will likely worsen as a result of the pandemic and any subsequent recession. Our analysis³⁹ of the previous recession showed that women with childcare responsibilities were at a greater disadvantage than either men or other women in continuous employment, due to restricted internal labour markets and employer perceptions of

unreliability and inflexibility. Our 2015 pregnancy and maternity research⁴⁰ found that around one in 20 mothers were made redundant at some point during pregnancy, maternity leave, or on return from maternity leave.

28. More recently, the TUC surveyed over 3,400 workers, with one in four pregnant women and new mums reporting unfair treatment or discrimination at work including being singled out for redundancy or furlough⁴¹. As employers face increased financial difficulty and uncertainty throughout the coronavirus response, pregnant women and those on maternity leave are at an even greater risk of discrimination, and of being forced into redundancy.
29. Many pregnant women reported that they had been forced to take unpaid leave, start maternity leave early or were placed on sick leave, rather than being furloughed, or were refused furlough because they had childcare responsibilities and were deemed not to be working. Many also raised, and continue to raise⁴², concerns about being forced to work without proper health and safety risk assessments, in breach of health and safety law.
30. The Commission is clear that pregnant women and new mothers should not be disadvantaged financially, or in their careers, by following advice to protect the health of themselves and their families, or by being placed on furlough against their wishes.

BAME men and women

31. There is evidence that coronavirus is having a disproportionate impact on some ethnic minority workers because long standing labour market inequality has led to certain ethnic groups being concentrated in low-paid, insecure or agency work⁴³⁴⁴ in elementary occupations such as health and social care, cleaning and public transport⁴⁵.
32. The Commission's previous research into ethnicity and disability pay inequality shows that pay gaps experienced by people from ethnic minorities and disabled people arise largely from the multiple and complex barriers they face accessing and progressing in work.⁴⁶ For example those from an ethnic minority background are more likely to experience discrimination in recruitment, promotion and pay reward decisions. They are also more likely to be in part-time, lower-skilled, and/or lower-paid work, and in jobs with shorter contracts.
33. The Commission has commented extensively on the impact of coronavirus on race equality in other submissions to the WEC.

Disabled women

34. In addition to ongoing concerns about cost of living for disabled people, recent analysis by the Women's Budget Group shows that many disabled women had very real concerns about the financial implications of coronavirus, with 34.2 per cent reporting that they had run out of money compared to 24.4 per cent of non-disabled

women. Disabled women were also more likely to report that they were spending more time working from home, were struggling to focus and experienced increased stress.⁴⁷

35. The Commission's research into disability and ethnicity pay gaps showed that disabled people also face similar challenges to ethnic minority workers, and are concentrated in part-time, lower paid work. Disabled people also face barriers staying in and re-entering employment,⁴⁸ meaning job losses due to a recession in the short term, could have a disproportionate long term impact on their workforce participation.
36. The Commission has commented extensively on these issues in response to the WEC sub-inquiry on disabled people's access to services.

Young men and women

37. Young men and women have been particularly hard hit by the pandemic as a result of working disproportionately in shut down sectors such as retail, hospitality, tourism and travel.⁴⁹ The Young Women's Trust reports that this group is more likely to be experiencing financial difficulties as a result.⁵⁰ Young people may also face future challenges in securing or retaining employment. Our analysis of the 2008 recession also indicated that young people faced particular difficulty in securing jobs or, if they were in employment, were at risk of losing them.⁵¹

Migrant women

38. Concerns have been raised about the challenges faced by migrant workers with no recourse to public funds, including migrant women who are key workers⁵². For migrant workers with no recourse to public funds who are in low-paid employment and lose income, there are particular risks of destitution and greater health risks where there is pressure to continue working⁵³. **The Government should ensure that appropriate financial support is in place for migrant workers with no recourse to public funds.**

What measures should the Government put in place to ensure gender equality in the longer-term economic recovery from Coronavirus, with specific reference to any upcoming financial announcements?

39. With the country already beginning to show signs of recession, there is an urgent need for the Government to take steps to ensure that workers with particular protected characteristics do not face further detriment. We believe it is also important in the longer term that the Government continues to pursue its agenda of 'levelling up' and commits to tackling the inequality of opportunity that currently exists across and between the different regions and nations in Great Britain.
40. The cumulative impact of the financial disadvantage experienced by women risks resulting in many falling into poverty in the short term, and widening the gender pay gap in the longer term. **The Government must consider the specific economic**

impacts of the pandemic on women, including younger, disabled and ethnic minority women, particularly those who are low-paid, and where necessary, target support to sectors that have been disproportionately impacted.

41. We also urge the Government to **undertake analysis on the number of employees made redundant disaggregated by protected characteristic, full-time and part-time status, occupation, and industry as part of its wider assessment of the impact of coronavirus and work with the Commission, trade unions and business representative groups to find ways to mitigate any disproportionate impact on different protected groups.**
42. The Government has a measurement framework accompanying its Gender Equality at Every Stage roadmap and was, we believe, due to report on progress to date this summer.⁵⁴ We urge **the Government to publish details on progress against these commitments, and to set out plans for revising the roadmap in light of the economic recovery plan** announced by the Prime Minister earlier this month, so that women, and other protected groups, are provided with further protections and opportunities.

Increase protection against pregnancy and maternity discrimination

43. It is important for the Government to take action to protect women from discrimination, particularly given its binding obligations under CEDAW to eliminate discrimination against women in the field of in the field of employment, including on the grounds of pregnancy and maternity.
44. We welcomed **the previous Government's 2019 commitment⁵⁵ to extend pregnancy and maternity redundancy protections by a further six months** to offer greater protection to new and expecting mothers. **This should be implemented immediately to prevent further discrimination taking place.** We also urge **the Government to progress the pregnancy and maternity taskforce commitment set out in the Gender Equality at Every Stage Roadmap⁵⁶ in July 2019.**
45. Our 2015 pregnancy and maternity discrimination research also revealed that a quarter of employers believe it is acceptable to ask questions about a woman's plans to have children at interview.⁵⁷ This potentially places women at further disadvantage in a competitive job market. **The Government should consult on amending the Equality Act 2010 to prohibit questions relating to pregnancy and maternity at interview.**
46. **The Government should consider how pregnant women can be supported as the CJRS scheme winds down and where employers can't ensure a safe return to work.** This is particularly important for ethnic minority women who face a greater health risk.⁵⁸

Childcare and parental leave

47. As noted above, the Commission is very concerned about the longer term availability of childcare for working parents, and the impact this has on women's participation in the job market. The unequal division of unpaid caring responsibilities was also identified as major concern in the Government's Gender Equality at Every Stage strategy, and sets out a measurement indicator for progress on the percentage of people providing unpaid care.⁵⁹
48. **The Government urgently need to address problems with the availability and affordability of childcare, to ensure adequately funded, flexible and high-quality childcare is available for all children.**
49. Fathers increasingly want to play a greater and more active role in bringing up their children, but current parental leave offers are failing to meet this demand because of the complexity of the Shared Parental Leave scheme, ineligibility, low financial incentive, and concerns about employer attitudes. These barriers to parental leave for fathers reinforce gendered assumptions about caring responsibilities, and result in a disproportionate burden of childcare and other unpaid work on mothers. At the last UK census⁶⁰, women were also notably more likely to be unpaid carers than men, which can also have a lasting impact through women's careers and contribute to the gender pay gap⁶¹. **The Government need to make paternity and shared parental leave a day one right for employees and introduce ring fenced 'use it or lose' parental leave for fathers to encourage take up without disadvantaging mothers, including for agency and self-employed workers. The Government should also introduce a new right to paid carers leave.**

Flexible working

50. Social distancing measures have required many employers to implement flexible working practices in order to survive. [ONS data](#) shows that in the period 14-17 May a third of Britons worked from home only, with another eight per cent working from home and travelling to work. This has demonstrated that it is possible, and beneficial to both employers and employees.
51. We hope to see this practice continue in the long term as flexible working enables many people to participate in the labour market, particularly those with caring responsibilities⁶² and disabled people⁶³, leading to greater efficiency, reducing stress and increasing employees' motivation and commitment. Flexible working options for fathers would also help to increase their participation in early years' childcare, and, as with improvements to parental leave, support more balanced gender roles.
52. Recent reports indicate that many employees are worried their employer will revert to previous inflexible working practices⁶⁴. We believe that this would be regressive and that both Government and employers need to recognise that flexible working during the pandemic has shown that it is possible to retain productivity and contribute to the economy, while reducing strain on public services and improving people's family life. **We urge the Government to bring forward its planned consultation on flexible**

working and will be reiterating our calls for flexible working to be the default, and a day one right.

Gender inequality in the workplace: data transparency and action plans

53. To allow employers to focus on supporting employees, the Government and the Commission jointly agreed to suspend mandatory gender pay gap reporting for the 2019/2020 reporting period.
54. However, this does not mean employers should cease to address gender inequality in the workplace, particularly as existing inequality is being exacerbated by the caring demands placed on women during the pandemic. In addition, there may be particular challenges arising as a result of placing staff on furlough, unpaid leave, paid special leave, sick leave, or disability leave; reducing staff hours and making redundancies. Detailed monitoring and reporting on the impact of the crisis on employees is required, so that effective action can be taken to mitigate any challenges faced by women in participating in the labour market during economic recovery.
55. Employers must also act to reduce their pay gap. Action plans are critical to addressing gender pay inequality, and the Commission has called for these to be mandatory.⁶⁵ As part of the upcoming review into the Gender Pay Gap regulations,⁶⁶ we urge **the Government to make time bound, target driven action plans mandatory**, and to work with the Commission to **introduce guidance setting out how plans should be structured and published, and how they can tackle unequal outcomes of the crisis for workers**.

Ethnicity and disability pay reporting

56. The importance of understanding the economic impact on workers with intersecting protected characteristics such as gender and race, age or disability suggests a need for better workforce monitoring. While the Government has consulted on plans to extend ethnicity pay reporting in line with existing gender pay reporting requirements, and has introduced a voluntary reporting framework for disability, we believe a more nuanced approach is required, which requires reporting the outcomes for disabled or ethnic minority staff by gender and at key stages in the employment journey: recruitment, retention and progression. Reporting on these stages will provide much more detailed insight into, and opportunities for action to address, the specific barriers facing these groups. This is particularly important now because, as outlined above, the barriers facing disabled and ethnic minority staff will likely be worsened by the impacts of coronavirus, especially if, as expected, there are substantial job losses.
57. As such we recommend that the UK Government **reviews its existing proposals on ethnicity pay reporting, undertakes an evaluation of the Voluntary Disability Reporting Framework, and works with the Commission and the Office for National Statistics to develop standardised classification systems and practical guidance on consistent data collection and reporting for employers**. Once this has

been done, we encourage the UK government to **introduce mandatory monitoring and reporting on the recruitment, retention and progression of disabled people and ethnic minority groups for employers with over 250 staff by April 2022 and introduce mandatory action planning to address the factors contributing to disability and ethnicity employment and pay gaps.**

Further information

The Equality and Human Rights Commission is a statutory body established under the Equality Act 2006. Find out more about our work on [our website](#).

July 2020

Endnotes

¹ Equality Human Rights Commission (1 May 2020), [Evidence to the Women and Equalities Committee inquiry on coronavirus](#).

² Public Health England (June 2020), [Disparities in the risk and outcomes of COVID-19](#).

³ See, in particular, the [Equality Act 2010](#), s 4 and s 149; **Article 11** of the [Convention on the Elimination of Discrimination Against Women \(CEDAW\)](#) which sets out the State's obligation to eliminate discrimination against women in the field of employment, including their obligation to prevent discrimination against women on the grounds of marriage or maternity; and **Article 7** of the [International Covenant on Economic, Social and Cultural Rights](#) which sets out the right to just and favourable conditions of work. This entails in particular the right to fair wages and equal remuneration for work of equal value, and a decent living for workers and their families.

⁴ EHRC (April 2020) [Our response to the Women and Equalities Committee inquiry into the impact of coronavirus](#)

⁵ EHRC (May 2020) [Our response to the BEIS Select Committee inquiry into the impact of coronavirus on businesses and workers](#)

⁶ Women's Budget Group (April 2020), [Crises Collide: Women and Covid-19](#)

⁷ Almost 3 in 10 mothers report reducing their working hours for childcare reasons, compared with 1 in 20 fathers ONS (2019), [Families and the labour market](#) The Resolution Foundation notes that 39% of working mothers were key workers before the crisis began, compared to just 27% of the working population as a whole. Resolution Foundation (April 2020), [Economic impacts of the coronavirus crisis on different groups of workers](#)

⁸ European Institute for Gender Equality (2017) [Economic benefits of gender equality in the European Union](#). Calculations state that gender equality could increase growth by 10 percent across the EU. Because of the UK's relative position as one of the EU's best performers in terms of gender equality means the benefits would likely not be as high as this but could still be as high as 4% or the equivalent of £88bn based on 2019 UK GDP.

⁹ CIPD (June 2018) [Diversity and inclusion at work: facing up to the business case](#)

¹⁰ According to the Women's Budget Group, 77% of healthcare staff are women. 83% of those working in social care are women, and around 21% are ethnic minorities. See Women's Budget Group (April 2020), [Crises Collide: Women and Covid-19](#)

¹¹ Almost 3 in 10 mothers report reducing their working hours for childcare reasons, compared with 1 in 20 fathers ONS (2019), [Families and the labour market](#) The Resolution Foundation notes that 39% of working mothers were key workers before the crisis began, compared to just 27% of the working population as a whole. Resolution Foundation (April 2020), [Economic impacts of the coronavirus crisis on different groups of workers](#)

¹² Resolution Foundation (2020), [The Full Monty](#). Facing up to the challenge of the coronavirus labour market crisis.

¹³ Resolution Foundation (2020), [A new settlement for the low paid: Beyond the minimum wage to dignity and respect](#)

¹⁴ IFS (2020), [Living standards, poverty and inequality in the UK: 2020](#)

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- ¹⁵ Bank of England (May 2020) [Monetary Policy Report and Interim Financial Stability Report](#)
- ¹⁶ T. Hogarth et al, EHRC (2009) [The Equality Impacts of the Current Recession](#)
- ¹⁷ EHRC and the Department for Business, Innovation and Skills (2016) [Pregnancy and maternity related discrimination: experiences of mothers](#)
- ¹⁸ T. Hogarth et al, EHRC (2009) [The Equality Impacts of the Current Recession](#)
- ¹⁹ UK Hospitality (June 2020) [One million hospitality staff members expected to return to work in July](#) this survey indicates that the hospitality industry is expecting to see around 320,000 redundancies as a result of the pandemic.
- ²⁰ Centre for Retail Research (June 2020) [The crisis in retailing](#). The CRR estimates there will be over 235,000 job losses in the retail sector in 2020.
- ²¹ Gov.uk (July 2019) [Gender equality at every stage: a roadmap for change](#)
- ²² Resolution Foundation (April 2020) [Economic impacts of the coronavirus crisis on different groups of workers](#)
- ²³ Institute for Fiscal Studies (April 2020) [Are some ethnic groups more vulnerable to Covid-19 than others?](#)
- ²⁴ Institute for Fiscal Studies (May 2020) [Parents, especially mothers, paying heavy price for lockdown](#)
- ²⁵ Pregnant Then Screwed (June 2020) [The impact of Covid-19](#) surveyed 3868 pregnant women and mothers.
- ²⁶ Professional Association for Childcare and Early Years (May 2020), [PACEY survey](#) reveals devastating impact of Covid-19 on childcare provision.
- ²⁷ Coram Family and Childcare (April 2020), [Statement from Coram Family and Childcare: nursery closures](#).
- ²⁸ Early Years Alliance (May 2020), [CORONAVIRUS: A quarter of childcare providers fear permanent closure within the year, new Alliance survey reveals](#).
- ²⁹ Childcare.co.uk (April 2020) [Nearly a sixth of childcare providers set to close permanently due to Covid-19](#)
- ³⁰ TUC (2020), [Pregnant and precarious: new and expectant mums' experiences of work during Covid-19](#)
- ³¹ TUC (date), [Forced out: The cost of getting childcare wrong](#)
- ³² Pregnant Then Screwed (February 2020), [Cost of childcare](#).
- ³³ Organisation for Economic Co-operation and Development (OECD) (2019), [Net childcare cost for parents using childcare](#).
- ³⁴ Family and Childcare Trust (2018), [Childcare Survey 2018](#).
- ³⁵ UK Government (February 2018) [The characteristics of those in the gig economy](#)
- ³⁶ Recent analysis shows that BME women are three times more likely to be in precarious work and are therefore unlikely to qualify for either SSP or furlough; Women's Budget Group (April 2020) [Crises Collide: Women and Covid-19](#)
- ³⁷ Resolution Foundation (April 2020) [Economic impacts of the coronavirus crisis on different groups of workers](#)
- ³⁸ Pregnant Then Screwed (May 2020) [Benefit entitlements for the self employed during Covid-19](#)
- ³⁹ T. Hogarth et al, EHRC (2009), [The Equality Impacts of the Current Recession](#)
- ⁴⁰ EHRC (2015), [Pregnancy and maternity-related discrimination and disadvantage: Experiences of Employers](#)
- ⁴¹ TUC (2020), [Pregnant and precarious: new and expectant mums' experiences of work during Covid-19](#). Note the TUC's sample is self-selected, so may not be fully representative of the population.
- ⁴² Pregnant Then Screwed (June 2020) [The impact of Covid-19](#)
- ⁴³ EHRC (2018) [Measuring and reporting disability and ethnicity pay gaps](#)
- ⁴⁴ EHRC (2018) [Is Britain Fairer?](#)
- ⁴⁵ Race Equality Foundation (May 2020) [NHS Covid 19 and health care worker deaths: questions that need asking](#)
- ⁴⁶ EHRC (2018) [Measuring and reporting on disability and ethnicity pay gaps](#)
- ⁴⁷ Women's Budget Group (June 2020) [Disabled women and Covid-19](#)
- ⁴⁸ EHRC (2017) [Being disabled in Britain](#)
- ⁴⁹ Women's Budget Group (April 2020) [Crises collide: women and Covid-19](#)
- ⁵⁰ Young Women's Trust (May 2020) [Ignored, undervalued and underpaid](#)
- ⁵¹ T. Hogarth et al () [The equality impacts of the current recession](#)
- ⁵² Women's Budget Group (April 2020) ['Crises Collide: Women and Covid-19'](#); Women's Budget Group (May 2020) [Migrant Women and the Economy](#)
- ⁵³ The Independent Scientific Advisory Group for Emergencies (12 May 2020), ['COVID-19: what are the options for the UK? Recommendations for government based on an open and transparent examination of the scientific evidence'](#); the Joint Council for the Welfare of Immigrants (25 March 2020) ['COVID-19 Briefing to the Home Affairs Committee'](#).
- ⁵⁴ Gov.uk (2019) [Gender equality at every stage: a roadmap for change](#)
- ⁵⁵ Gov.uk (2019), [Pregnant women and new parents to get enhanced redundancy protections](#) The previous Government announced legal protections against redundancy would be extended by six months, as well as other

actions to support parents which haven't yet been implemented.

⁵⁶ Gov.uk (2019) [Gender equality at every stage: a roadmap for change](#)

⁵⁷ BEIS and EHRC (2015) [Pregnancy and maternity related discrimination: summary of findings](#)

⁵⁸ NHS England (June 2020), [NHS England NHS boosts support for pregnant black and ethnic minority women](#). NHS statistics show pregnant women from ethnic minorities are at a particular health risk, as they make up 55% of hospitalisations while only accounting for a quarter of births in England and Wales.

⁵⁹ Gov.uk (2019) [Gender equality at every stage: a roadmap for change](#)

⁶⁰ Office for National Statistics (2011), [Census 2011](#)

⁶¹ EHRC (2018), [Fair opportunities for all: a strategy to reduce pay gaps](#)

⁶² Working Families (2019), [2019 Modern Families Index](#) Nearly three in five parents (58%) reported having a flexible and family-friendly employer would make them more likely to stay. Over half (55%) said it would make them more motivated and productive.

⁶³ Leonard Cheshire (2019), [Disabled workers are being failed by employers](#)

⁶⁴ TUC (2019), [One in three flexible working requests turned down, TUC poll reveals](#)

⁶⁵ EHRC (2018) [From numbers to action](#)

⁶⁶ Hansard (9 March 2020) [To ask Her Majesty's Government what progress they have made in addressing the gender pay gap](#)