

WOMEN IN LIGHTING



#womeninlightingUKfacts

Gender Equality Survey in the Lighting Industry

At Women In Lighting (WIL), we strongly support gender equality. The majority of us in the UK lighting industry believe there is a fair gender balance in our workplaces. We have started to look into figures; would those numbers confirm our thoughts? Is gender balance strictly about numbers or even about equal pay, gender bias, and sexual discrimination? We have launched #womeninlightingUKfacts, a project collecting data in the lighting industry as a whole, from consultancies to manufacturers, from artists to workers. The resulting comparative statistics will aim to take stock of the data as a starting point for open talks.

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TABLE OF CONTENTS

#womeninlightingUKfacts.....	1
TABLE OF CONTENTS	3
EXECUTIVE SUMMARY	4
PARTICIPANTS	4
SURVEY OBJECTIVES.....	4
CONSIDERATIONS.....	5
BACKGROUND	6
WHAT DID WE LEARN?	6
CONCLUSIONS	8
METHODOLOGY	7
DATA COLLECTED	8
RESULTS	9
QUANTITATIVE DATA	9
Question 2. How old are you?.....	9
Question 3. Gender: How do you identify?.....	9
Question 4. Where is your workplace based?.....	10
Question 5. How many employees does your company have?.....	10
Question 6. In which sector do you work?	11
Question 7. What is your role?.....	12
Question 8. What is your current annual salary before taxes?	14
QUALITATIVE DATA	20
Question 9. Do you feel every gender is treated equally in your workplace?.....	20
Question 10. Do you think non-men employees get the same opportunities as men employees?	21
Question 11. Have you ever experienced or witnessed sexism in your workplace from colleagues / interviewers / suppliers?.....	23
Question 12. Have you ever experienced or witnessed sexism outside your workplace?	26
Question 13. Does your company support women with dedicated policies?	28
Question 14. Is there anything else you would like to share about your experience of gender inequality in the UK lighting industry?.....	29

THANKS TO31
APPENDIX A – SURVEY TEXT32

EXECUTIVE SUMMARY

Women In Lighting asked the lighting community to respond to an online questionnaire of 14 questions with their thoughts about gender equality in the UK lighting industry as a whole.

PARTICIPANTS

There were 168 participants of which 25 working outside the UK so not qualified to proceed further with the survey and 2 answers were null.

141 people have replied to the survey of which 105 were women, 34 men, 1 non binary and 1 who would rather not to be identified.

SURVEY OBJECTIVES

Gender equality is becoming a very hot topic alongside those of diversity and inclusion across different cultures and countries. Women represent almost half of the worldwide population, but they are still encountering inequality issues and those issues are not only women’s issues but also one of human rights.

In the UK, it is common to believe we have a good gender balance in workplaces but recent investigations have shown that women continue to be underrepresented at all leadership levels, carrying out unpaid domestic work, being objects of sexual discrimination, being underpaid and much more...but what is the current situation in the UK lighting industry?

At WIL we think it is time to debate about gender equality. We think it’s time to raise awareness about facts. How do women reach a balanced leadership? Or how do women get an equal pay? How can men work with women fighting sexism in everyday life?

Objectives of this survey are:

- To investigate and collect parity data in the UK, i.e. women vs men ratio in the lighting industry as a whole.
- To investigate the gender pay gap.
- To recognise gender biases and support women and men fighting them.
- To talk about the everyday issues women face in their workplaces.

Target:

- The data will be collected not only across lighting consultancies but manufacturers, in the art field and related disciplines that sometimes do not feel represented in the mainstream. We believe, in fact, there are discrepancies between different areas in the sector and one of the aims of this survey is to investigate this aspect.
- To involve ages is between 18 and +55 years old.
- To include every gender identity.

CONSIDERATIONS

- Due to the sensitive nature of the topic, we believed all the questions should be voluntary.
- In order to receive honest results, the survey is anonymous.
- We want people to be able to tell their stories, so we have introduced open answers where they could explain or expand on their life experiences.
- This survey aims to be inclusive. We wanted to include not only inequalities towards women but toward every gender. For this reason, the gender identity question was aligned with the current recommendation for equality and more questions used a wider spectrum language in order to not to discriminate between genders.

BACKGROUND

The WIL survey is inspired by the United Nation Global Solidarity movement for Gender Equality, HeForShe.

“The world is at a turning point. People everywhere understand and support the idea of gender equality. They know it’s not just a women’s issue, it’s a human rights issue. HeForShe is an invitation for men and people of all genders to stand in solidarity with women to create a bold, visible and united force for gender equality. The men of HeForShe aren’t on the sidelines. They’re working with women and with each other to build businesses, raise families, and give back to their communities.”

Website: <https://www.heforshe.org/en/movement>

Emerging solution for Gender Equality Survey report: [HeForShe Emerging Solutions Report 2018 - Full Report.pdf](#)

WHAT DID WE LEARN?

The most important insights are the following:

- Some results were expected. There is a good female/male ratio in the lighting industry. It is also to be considered male respondents are 1/3 compared to females.
- To the questions about gender equality in the lighting workplace, it is evident men (94%) perceive a higher grade of equality compared to women (59%).
- 88% of men also think every gender gets equal opportunities in the workplace. However, a detailed analysis of the qualitative additional answers reveals women are very often the subject of sexual discrimination.
- Results on the gender pay gap are considered not sufficient for deeper analysis. Due to the varied nature of the roles within the lighting industry, differences in

standard wages and lack of number of respondents per role, it is believed not possible to track a trend. However, from the analysis of the qualitative additional answers provided in the survey, it is clear there is an imbalance in salaries between men and women covering the same role and with the same responsibilities.

- 55% of men, 56% of women and, 100% non binary experienced or witnessed sexism in their workplace.
- 29% of men, 33% of women, 100% non binary have experienced or witnessed sexism outside their workplace.
- 79.41% of men, 60.95% of women and, 100% nonbinary, have policies dedicated to women in their current workplace.
- 18% of women and 14% of men are not informed on female-focused policies in their current workplace.
- A clearer result in terms of gender balance is provided by the 180 additional answers where women, men, and non binary respondents have shared their own experiences, stories, and career episodes as witnesses as well. This data indicates a strong willingness to report issues about gender equality but perhaps only comfortably in an anonymous way. In fact, when asked if interested in telling their experience, 94.12% of men and 68.57% of women, and 100% of non binary would prefer not to do so.

METHODOLOGY

The survey was conducted using the online platform <https://paperform.co/>. All the answers have been collected in an anonymous form.

The survey has been shared on main social media such as LinkedIn, Instagram, Facebook and, published online on magazine and industry associations websites.

CONCLUSIONS

From the data, we have learned that statistically there is a good gender balance which has improved in the latest years and there is still a margin for further improvements.

We, therefore, need further discussion on how gender equality is not only about figures but also about equal opportunities, equal salary and, career progression. Women seem to be affected by these issues more often and a clear picture is provided from the additional optional answers where personal experiences are shared.

The aim of this survey has revealed a high percentage of gender bias and sexism experienced mainly by women. It is hoped that declaring these data and empowering women and men in fighting those stereotypes will help every gender to find justice and equity in their own workplace.

DATA COLLECTED

The survey has collected two forms of data:

- *Quantitative*: Quantitative data including ages, gender, geographical location, working sector, years of experience, salary range.
- *Qualitative*: Qualitative data including personal views on gender equality and participant comments.

Appendix A contains the complete list of questions.

RESULTS

The results are broken out by category and listed by question.

QUANTITATIVE DATA

Question 2. How old are you?

Age of participants

Age	Number of Participants
18-25	2
26-35	53
36-45	43
46-55	30
Over 55	13

Question 3. Gender: How do you identify?

Gender identification

Gender	Number of Participants
Male	34
Female	105
I'd rather not say	1
Non binary	1

Question 4. Where is your workplace based?

Geographical location

Geographical location	Number of Participants
England	65
London	61
Scotland	14
Wales	1

Question 5. How many employees does your company have?

Company Employees

Company employees	Percentage
Up to 10	24.8%
11 - 20	11.3%
21-50	15.6%
51-100	7.1%
More 100	41.1%

Question 6. In which sector do you work?

Lighting sectors

Company employees	Number of Participants	Percentage
Art	3	2.1%
Contractor	2	1.4%
County Council Streetlighting Team	1	0.7%
Education / Research	2	1.4%
Engineering practice	22	15.6%
Government	1	0.7%
Lighting Design	1	0.7%
Lighting consultancy	64	45.4%
Lighting Manufacturer / Supplier	36	25.5%
Local Authority	4	2.8%
Local authority partnership (client & contractor)	1	0.7%
Local government	2	1.4%
Press	1	0.7%
Professional membership body	1	0.7%

Question 7. What is your role?

Lighting consultancies

Role	PERCENTAGE
Graduate/Assistant/Junior	7.8%
Intermediate/Senior	48.4%
Principal/Associate/Director/Owner	42.2%
Project coordinator	1.6%

Male	Female	Non Binary	Rather not say
23.4%	76.6%	0.0%	-

Engineering practices

Role	Percentage
Graduate/Assistant/Junior	4.5%
Intermediate/Senior	59.1%
Principal/Associate/Director/Owner	36.4%

Male	Female	Non Binary	Rather not say
18.2%	68.2%	-	4.5%

Lighting Manufacturers

Roles	Percentage
Customer care/Technical	13.9%
Educator	2.8%
Lighting Design	11.1%
Management	22.2%
Marketing	8.3%
Product design	5.6%
Sales	36.1%

Male	Female	Non Binary	Rather not say
27.8%	72.2%	-	-

Local government, local authorities, councils (combined data)

Roles	Number of Participants	Percentage
Varies	9	6.4%

Male	Female	Non Binary	Rather not say
33.3%	66.7%	-	-

Question 8. What is your current annual salary before taxes?

Lighting consultancies

WOMEN		
Role	Average salary	N. of answers
Graduate/Assistant/Junior	£26,500.00	4
Intermediate/Senior	£37,185.19	27
Principal/Associate/Director/Owner	£55,687.50	16
Project coordinator	-	-

WOMEN						
Role / N. of answers		Years of employment within current company				
		Up to 1 year	1 to 3 years	4 to 5 years	6 to <i>support or guidelines</i> 10 years	More than 11 years
	Graduate/Assistant/Junior	1	2	-	-	1
	<u>Average Salary</u>	£25,000.00	£26,500.00	-	-	£28,000.00
	Intermediate/Senior	2	8	10	5	2
	<u>Average Salary</u>	£40,000.00	£30,125.00	£39,600.00	£43,000.00	£36,000.00
	Principal/Associate/Director/Owner	1	1	2	3	9
	<u>Average Salary</u>	£90,000.00	£40,000.00	£46,000.00	£46,000.00	£59,000.00
	Project coordinator	-	-	-	-	-
	<u>Average Salary</u>	-	-	-	-	-

MEN		
Role	Average salary	N. of answers
Graduate/Assistant/Junior	£29,000.00	1
Graduate/Assistant/Junior	£42,666.67	3
Principal/Associate/Director/Owner	£59,636.36	11
Project coordinator	-	-

MEN						
Role / N. of answers		Years of employment within current company				
		Up to 1 year	1 to 3 years	4 to 5 years	6 to 10 years	More than 11 years
	Graduate/Assistant/Junior	-	1	-	-	-
	<u>Average Salary</u>		£29,000.00	-	-	
	Intermediate/Senior	-	-	1	1	1
	<u>Average Salary</u>	-	-	£30,000.00	£33,000.00	£65,000.00
	Principal/Associate/Director/Owner	1	2	1	-	7
	<u>Average Salary</u>	£59,000.00	£40,000.00	£48,000.00	-	£67,000.00
	Project coordinator	1	-	-	-	
	<u>Average Salary</u>	£30,000.00	-	-	-	-

Engineering Practise

WOMEN		
Role	Average salary	N. of answers
Graduate/Assistant/Junior	-	-
Graduate/Assistant/Junior	£37,185.19	11
Principal/Associate/Director/Owner	£60,000.00	6

WOMEN						
Role / N. of answers		Years of employment within current company				
		Up to 1 year	1 to 3 years	4 to 5 years	6 to 10 years	More than 11 years
	Graduate/Assistant/Junior	-	-	-	-	-
	<u>Average Salary</u>	-	-	-	-	-
	Intermediate/Senior	3	4	1	3	3
	<u>Average Salary</u>	£36,000.00	£36,000.00	£34,000.00	£36,000.00	£36,000.00
	Principal/Associate/Director/Owner	1	1	2	2	1
	<u>Average Salary</u>	£50,000.00	£52,000.00	£62,000.00	£67,000.00	£50,000.00

MEN		
Role	Average salary	N. of answers
Graduate/Assistant/Junior	£20,000.00	1
Graduate/Assistant/Junior	£30,500.00	2
Principal/Associate/Director/Owner	£50,000.00	1

MEN						
Role / N. of answers	Years of employment within current company					
		Up to 1 year	1 to 3 years	4 to 5 years	6 to 10 years	More than 11 years
	Graduate/Assistant/Junior	-	1	-	-	-
	<u>Average Salary</u>	-	£20,000.00	-	-	-
	Intermediate/Senior	-	1	1	-	-
	<u>Average Salary</u>	-	£24,000.00	£37,000.00	-	-
	Principal/Associate/Director/Owner	-	-	-	1	-
	<u>Average Salary</u>	-	-	-	£50,000.00	-

Lighting Manufacturers

WOMEN		
Role	Average salary	N. of answers
Sales	£46,000.00	9
Management	£62,750.00	4
Customer care/Technical	£42,500.00	4

WOMEN						
		Years of employment within current company				
		Up to 1 year	1 to 3 years	4 to 5 years	6 to 10 years	More than 11 years
Role / N. of answers	Graduate/Assistant/Junior	1	4	-	3	1
	<u>Average Salary</u>	£45,000.00	£48,000.00		£51,000.00	£25,000.00
	Intermediate/Senior	-	1	1	1	1
	<u>Average Salary</u>		£42,000.00	£89,000.00	£20,000.00	£100,000.00
	Principal/Associate/Director/Owner	2	-	-	1	1
	<u>Average Salary</u>	£43,000.00	-	-	£60,000.00	£24,000.00

MEN		
Role	Average salary	N. of answers
Sales	£45,000.00	4
Management	£53,000.00	4
Customer care/Technical	£60,000.00	1

MEN						
Role / N. of answers	Years of employment within current company					
		Up to 1 year	1 to 3 years	4 to 5 years	6 to 10 years	More than 11 years
	Graduate/Assistant/Junior	1	1	1		1
	<u>Average Salary</u>	£44,000.00	£60,000.00	£50,000.00		£26,000.00
	Intermediate/Senior		1	1	1	1
	<u>Average Salary</u>		£45,000.00	£65,000.00	£69,000.00	£33,000.00
	Principal/Associate/Director/Owner			1		
	<u>Average Salary</u>			£60,000.00		

QUALITATIVE DATA

Question 9. Do you feel every gender is treated equally in your workplace?

Male	Female	Rather not say	Non Binary
YES			
94.12%	59.05%	100.00%	100.00 %
NO. PROVIDED ADDITIONAL ANSWERS			
5.88%	27.62%	-	-

Women additional answers. (Extract)

“Very traditional mindset. Although I have had some good opportunities myself within the company, the general conversations, outlook and opinions are that of old, white men. There needs to be more diversity to help combat challenges of all kinds. At the moment, there is one approach because of the lack of diversity, and it is frustrating because it is 'how it has always been' therefore, the company directors don't see an issue.”

“Improved a great deal but I see many women needing to prove themselves before being promoted while many men counterparts have a more expecting and entitled approach to promotion.”

“I know as a fact that men in my company with the same level as me and fewer years' experience have got a higher salary. It is really frustrating to see that.”

“There are very very few women employed in the UK arm of the country and mine at Management or Director Level and only 1 at Board level.

As a result, there are no considerations, support or guidelines for non-protected women employees working late and returning home or with support or advice with regard to responsible client entertaining. There is no support for any grievance procedures or complaints, there is no elected union representative.”

“On higher roles, there are not enough women.”

“I know my previous men colleague with the same experience and fewer prestigious projects has a higher salary.”

Men additional answers. (Extract)

“The women with children work reduced hours (and salary!) to enable them to care for their children (school run, nursery pick-up etc).”

“In the workshop, while there is no set rule (spoken or unspoken) about a difference, we have adapted our practices to allow for everyone’s strengths and weaknesses. If anything, our ladies get treated with greater respect than our gents.”

Question 10. Do you think non-men employees get the same opportunities as men employees?

Male	Female	Rather not say	Non Binary
YES. Male/Female/O Ratio			
88.24%	50.48%	100.00%	100.00%
NO. PROVIDED ADDITIONAL ANSWERS			
5.88%	23.81%	-	-

Women additional answers. (Extract)

“I have felt like I have to fight harder throughout my career. I think it's easier for men of a similar age and background to bond, and therefore they get more opportunities because there is a stronger relationship.”

“I think there is still a misconception that women provide a second salary within a family unit situation. I've encountered this and have had to demand promotion and better salary terms at various times in my career.”

“I think there is still a massive divide in the sales aspect and dominance of men in external sales which I see evident in a lot of companies including my own, despite expressing interest to get out myself. “

“It is possible to proceed but it is harder.”

“I was always blessed with female tutors and all my interviews were done by female seniors and leaders, therefore I feel that I have got the same opportunities as anyone else and I was judged according to my performance and personality. What I have noticed later on is the way men and women respond to problem solving and it comes down to notional confidence and loudness. Later on, we are all judged around these criteria, which provides different opportunities.”

“Being male dominated team/industry definitely does not help however it is clear that female staff are thought of and treated as though they are more administrative than technical. Booking meetings, pastoral interactions, note taking etc. are all routinely passed to female staff and opportunities to work on flagship projects are passed over in favour of men colleagues. Promotions and pay reviews are especially broken, with men colleagues typically requiring very little effort to be recognised for contributions whereas female colleagues are required to jump through multiple hoops to 'prove' that they are capable of doing the job they have been doing for some time before the promotion can be applied. Females typically find themselves paid the same or less than men counterparts for significantly increased levels of responsibility, stress and pressure.”

“Men seem to get larger fee's and bigger benefits. Career progression can be based on who you know or are friends with.”

“In particular there are barriers to progression when female employees have children.”

“I think women, specially at a child-bearing age are not promoted as easily as men. Women around their 30's are considered a cost for this matter rather than an investment in a company. Also, if they have children, they become unreliable as they might need to take time off if the child is sick or they need flexible time”.

“When I first started my career, 3 others with the same 'graduate engineer' title started with me in the same office, I found out I was paid the least out of the four of us. I was the only woman. Now, I am a senior designer, but one of them is two grades higher and the others are both one grade higher. We still work in the same company though three/four are no longer in our original office. I have never needed more money than I was paid, so generally I am happy with my salary, but I think that is pretty good proof that opportunities have been much better for the men in my cohort. They are in different industries, but still; same company, same 'rules'.”

“I feel like I have been asked when I am planning on having children and I feel like that has hindered my progression.”

“The ratio of senior engineers that are men far outweigh the figure for Women”

Men additional answers. (Extract)

“Even though equal professionally it feels like non-men are paid less from the data provided. I can see a real change in career progression in the last 5 years to improve the imbalance, but unsure if that is equating to salary.”

“Out of 7 people in management/office there are only 2 women with no indication of change in the near future”.

Question 11. Have you ever experienced or witnessed sexism in your workplace from colleagues / interviewers / suppliers?

Male	Female	Rather not say	Non Binary
YES			
55.88%	56.19%	4.76%	100.00%
NO. PROVIDED ADDITIONAL ANSWERS			
29.41%	27.62%	-	-
I'D Rather not say			
4.76%	2.94%	-	-

Women additional answers. (Extract)

“Jokes, stereotypes, language - nothing awful, but I guess it's just the kind of ignorant attitude that doesn't fuel change.”

“I partly moved job due to this. I found the company I worked for had no idea how to deal with women in the workplace and had very few real role models in senior positions I decidd I would be valued better somewhere else, with visible women leaders, and I was correct.”

“I was told by a manufacturer I was a diva for asking precise questions. And many more...”

"I have experienced myself with comments like "not just a pretty face", "I did not expect that from girls". "Did not know you could be that good"."

"I have worked in the industry for more than 20 years - there were very few other women when i started. Sexism is always there but I like to think that I and others like me are helping to make it better for those who come behind us."

"Jokes about women and their place in the workplace."

"Jokes about effeminate men being placed on maternity leave."

"Women (particularly admin staff) being treated like meat by contractors."

"Asked about my marital status and family plans at interview."

"Tried to be married off to a supplier's "available" son on a training day."

"Staff referred to as an 'honorary bloke'/'honorary woman' due to sexuality."

"Often times at site most of consultants working on site would not consider my opinion and suggestions important. Despite me being the important part of the project. Being a woman of colour, it becomes really hard and often times i have to get into fight mode or take help of a senior men colleague to get my opinion through. "

"Many times. I heard "its not only a pretty face" or "I did not expect you were able to do such a good job", just because I am a woman and not a man."

"Other times I have not been invited to some events and the answer was "I thought you have a family and would not come anyway". I should be able to decide, not have been decided for me, because I have a family."

"A supplier came in to do a presentation and he made a sexist joke. What was interesting was that the men team members thought it was awkward, strange and inappropriate for someone to do that. At least they recognised immediately that it was not right and found it offensive."

"I Have experienced sexism in meetings with people from other disciplines, asking me to introduce myself as the only women and then saying, "oh no only joking I don't want to embarrass you."

"Men crowding around the base of a ladder whilst I'm focusing, like I'm going to fall off. Suppliers patronising me and saying "I'm sounding like your dad"

"Being called "love" on the phone when I've never met the person I'm speaking to."

"Men being quite rude in emails/ meetings, but then very polite to my men colleges. Not allowing me to answer questions I've been asked and answering them for me in meetings without giving me the chance."

Men additional answers. (Extract)

“Jokes and language can be sexist. I am totally against such behaviour.”

“I have also seen older men make inappropriate comments to females, especially company sales representatives.”

“On the other hand this is two way and I have experienced harassment from women, one young lady liked to sit close on men colleagues desks when talking to them.”

“Whilst on secondment I witnessed some rude sexual comments towards a staff member. The lady laughed it off, but I think she would have preferred the person did not make them.”

“We have a very men-dominated team, which can sometimes lead to the "lad banter" of inappropriate/sexist remarks and jokes. This is exacerbated further when the few female members in the team aren't present.”

“Sexist innuendos from mature female staff to young men staff.”

Question 12. Have you ever experienced or witnessed sexism outside your workplace?

	Female	Male	Non binary	I'd rather not say
Yes, at a client	15.24%	17.65%	100%	-
Yes, at a industry event	37.14%	41.18%	100%	-
Yes, at a construction site	48.57%	29.41%	-	-
Total Yes	33.65%	29.41%	100.00%	-
I'd rather not say	5.71%	-	-	-

If yes

Men (from open answers)

Witnessed sexism
20.59%

If yes

Women

Provided additional answers
20.00%

Women additional answers. (Extract)

“Too many instances to mention. its rife and no different today than when I started in the industry. The engineering side is even worse than the design side but it’s there in both camps.”

“In a construction site many times as they don’t want to talk to us just because we are women. At client’s I have received a call saying that they would prefer to have a lighting designer men.”

“As a graduate lighting designer, I had the pleasure to accompany some of my seniors at sites and other meetings. One common trait I noticed was: the same solution suggested by a woman was received with doubts, but when a men colleague suggested the same solution at the same meeting later on, it was perceived as a great solution without further questioning. I have

witnessed this happening multiple times with different women in different situation with different design teams. “

“Younger in life it was every time I walked past a construction site, not so frequent any more as attitudes have changed. thankfully!

Now it is more subtle, and usually when interacting with external people, I am quite used to some degree of micro-sexism/harassment.”

“Yes, as a 32 year old woman who looks young but in a senior designer position, I have definitely experienced sexism particularly on construction sites - the respect from men is sometimes lacking and they do not trust your abilities and look to men colleagues for confirmation.”

“I have experienced (in a previous role) being told you probably wont understand this, its men talk, about how something that was going to be fixed in place.”

Men additional answers. (Extract)

“I have also seen older men make inappropriate comments to women, especially company sales representatives be it at events, in meetings and so on. In part those having stands at events need to consider how their staff or representative dress, we still (alas) see women stand members dressed in ways I assume are designed to attract men which then leads to off stand comments / remarks.”

“I have been on many sites where the comments have been made that women should not be on a construction site but rather at home or working as a secretary. Or there are whistles and sexualizing women on construction sites which are men dominated.”

Question 13. Does your company support women with dedicated policies?

Male	Female	Rather not say	Non Binary
YES			
79.41%	60.95%	100.00%	100.00%
NO. PROVIDED ADDITIONAL ANSWERS			
2.94%	5.71%	-	-
I DON'T KNOW			
14.71%	18.10%	-	-

Women additional answers. (Extract)

“I don't believe there is anything in place, but again probably out of ignorance because all of the directors/managers are men.”

“SMP is only offered which I don't believe is enough.”

“As part of small studio, benefits are at minimum.”

“We have same policies than men. Maternity leave as per law.”

“No flexible working for women that return from maternity leave.”

“We only get statutory maternity leave and no further benefits. That said men only get 2 weeks paternity leave.”

Men additional answers. (Extract)

“We treat people as individuals rather than having an overarching policy but are very open about the support and flexibility in our company ethos.”

Question 14. Is there anything else you would like to share about your experience of gender inequality in the UK lighting industry?

Male	Female	Rather not say	Non Binary
YES. PROVIDED ADDITIONAL ANSWERS.			
29.41%	33.33%	100.00%	-

Male	Female	Rather not say	Non Binary
YES, BUT ANONIMOUSLY.			
2.94%	24.76%	-	-

Male	Female	Rather not say	Non Binary
NO.			
94.12%	68.57%	100.00%	100.00%

Women additional answers. (Extract)

“I could write a book on it. From being asked to bring cakes to meetings and make the tea (as I was the only woman), to being slapped on the bottom at a HEA event by a random stranger. I even had to get an employer to deal with constructive dismissal situation because my men boss didn't speak to me more than twice (directly) in the two years i worked for him as he didn't want a woman on his team. His career went on to rise and I was paid to leave quietly. So many instances when I look back, it's terrible but somehow it doesn't really change, even if on the face of it they all play nice its not changing at the sharp end. It's still a boys club and that is why I no longer attend ILP events or participate in many industry events as I can't bear the falseness any more. I love my work but I don't tolerate the industry sexist undertones any longer, but it took being a company director to have that right to say no. I hope other ladies who aren't yet at that level are having better support within their roles and don't experience the consistent inequality I have, it's time for change.”

“As a newcomer to the industry a couple of years ago, I thought smart lighting sounded like the future. Within my first couple of months, I attended Lux Live and was shocked at the lack of diversity and how much it was like an old boys club. I remember there being some Women in Lighting seminars, and senior colleagues joked about how I should go and represent the

company there because they actually had a woman working for them now, so basically to shout about it and make them look good...as if that was the only reason I was recruited."

"I have experienced a lot of gender inequality especially in multidisciplinary practise working for engineers. I have challenged it in different ways, been involved in policy change around flexible working and part time working, but it has cost me at times. Very passionate about being a working mother and keen to assist women back into the workplace which is made very difficult at times in our profession."

"I witnessed sexism against men, they were unfairly treated by women."

"There is a huge movement to prove that women are as competent as men and should get as equal as men, however men never leave early the office to collect kids from school, it is always the women's job and I am not sure how this will change in future. Men will always be able to stay later or have drinks in a pub where women with a family wont be able to do the same."

"The lighting industry is much better than most sectors of the building industry. "

"I am really encouraged to see WIL tackling some of the realities of being a woman working with light in a professional environment. I feel it is an area of my working life with this initiative that has yet to be focused on at all, let alone with any authenticity. I suspect most of the reason for that is fear. Fear by the victims of bullying, harassment and discrimination of reprisal for speaking out and fear by the manufacturers who sponsor many of the events we attend and who are largely men, who feel uncomfortable with a discourse about gender, sexism and harassment in the work place."

"I look forward to reading the results of this survey and seeing if I am alone in my experiences. I suspect not. At a lunch with 10 women colleagues across all specialisms - and pre Pandemic - we discovered that not a single person around the table had worked in lighting at any job or any event without serious harassment, bullying, intimidation or discrimination."

"Much has changed over the years but there is still much to do."

"I'm not discriminated openly. And usually everyone is very nice."

"I believe change comes from us and we need to learn to ask for it. We should not accept and take granted everything, just because we don't know a different way or system to work in. There are great men out there sharing similar experiences and beliefs, therefore we need to appreciate them and encourage them for this positive change to happen in our society. We also need to involve men more in our experiences and show them the sensibility a design job requires from the designer. Most of all a respect of our differences are required from both sides in order to successfully work together in the future."

“I believe we have come a long way in the UK lighting industry, women are more visible, and many good companies are ensuring gender equality is on the agenda. There is still a lot of work to be done, but I feel things are moving in the right direction. WIL is a big part of that change - fantastic work so far to all involved.”

“I think there are many women in Lighting at the moment. Maybe not at the principal level but it feels like things are changing. It is great to say so many women in the industry and, to be honest, I don't feel that gender is an obstacle at the moment for me to be a woman in the field and have a realistic career vision. I was surprised when I worked in the US that manufacturer reps were mostly women where I worked while in the UK it seemed to be mostly men. Thought I should mention.”

“To be honest I ignore it, have appointed the best and have a very good gender, diverse team balance at all grades. I feel that if I pay it attention then I am then having the potential to bring bias. I still find that at times people tend to talk to the man and I have had to correct them to address the team.”

“I believe it is getting better, the women in our company are better qualified than the men counterparts and as such have better basic and more responsibilities. there would still be instances of inequality but i believe they are somewhat isolated in their occurrence as i have not been witness to many within companies (except on construction sites).”

THANKS TO

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APPENDIX A – SURVEY TEXT

#womeninlightingUKfacts - GENDER EQUALITY SURVEY

This is a statistics survey organised by Women in Lighting to understand where we are in terms of gender equality in the UK lighting industry. The questionnaire is completely anonymous, it would be great if you could provide your honest opinion. Please feel free to share this link with anyone you know working in the lighting industry. For info please contact womeninlightingUKfacts@gmail.com.

1. Do you work in a UK based business? (*required)

- Yes
- No

IF No

Thank you for your interest in the #womeninlightingUKfacts project. Currently this survey is only addressed to people working in the UK, but we don't exclude this can be extended to other countries in the future. Please get in touch womeninlightingUKfacts@gmail.com if you wish to know more about the project, or contact your local WIL Ambassador for updates on the current initiatives in in your country. We invite you also to have a look at the WIL website <https://womeninlighting.com/> where you can find interviews and lots of interesting readings in the Extra Section.

2. How old are you?

- 18-25
- 26-35
- 36-45
- 46-50
- Over 60

3. Gender: How do you identify?

- Women
- Men
- Non-binary
- Prefer to self-describe (.....)
- I'd rather not say

4. Where is your workplace based?

- England
- London
- Northern Ireland
- Scotland
- Wales

5. How many employees does your company have?

- Up to 10
- 10 to 20
- 21 to 50
- 51 to 100
- More than 100

6. In which sector do you work?

- Art
- Contractor
- Education / Research
- Engineering practise
- Lighting consultancy
- Lighting Manufacturer / Supplier
- Theatre
- Other. Please specify (.....)

IF Art

- What is your role?
 - Owner
 - Assistant
 - Other. Please specify (.....)

IF Contractor

- What is your role?
 - Apprentice
 - Supervisor
 - Technician
 - Other. Please specify (.....)

IF Education / Research

- What is your role?
 - Teacher/Professor
 - Researcher
 - Other. Please specify (.....)

IF Lighting consultancy or Engineering practice

- What is your role?
 - Graduate/Assistant/Junior
 - Intermediate/Senior
 - Principal/Associate/Director/Owner
 - Other. Please specify (.....)

IF Manufacturer • What is your role?

- Customer care/Technical
- Management
- Lighting Design
- Product design
- Sales
- Production
- Other. Please specify (.....)

IF Theatre

• What is your role?

- Supervisor Technician
- Designer
- Programmer
- Rigger
- Other. Please specify (.....)

7. How long have you been in your role?

- Up to 1 year
- 1 to 3 years 4 to 5 years
- 6 to 10 years
- More than 11 years

8. What is your current annual salary before taxes?

Please specify (.....)

9. Do you feel every gender is treated equally in your workplace?

- Yes
- No
- If you wish to, please explain (.....)

10. Do you think non-men employees get the same opportunities as men employees? (salary/benefits/career progression/...)

- Yes If you wish to, please explain (.....)
- No

11. Have you ever experienced or witnessed sexism in your workplace from colleagues/interviewers/suppliers?
(language/jokes/stereotypes/harassment/...)?

- Yes If you wish to, please explain (.....)
- No
- I'd rather not say

12. Have you ever experienced or witnessed sexism outside your workplace?
(language/jokes/stereotypes/harassment/...)?

- Yes, on construction site
- Yes, at a client's
- Yes, at an industry event
- No
- I'd rather not say
- If you wish to, please explain (.....)

13. Does your company support women with dedicated policies (flexible working/maternity leave, allowance/period leave/menopause time off/parental leave /...)?

- Yes If you wish to, please explain (.....)
- No
- I don't know

14. Is there anything else you would like to share about your experience of gender inequality in the UK lighting industry?

- Yes, I will explain (.....)
- No

15. Would you be interested in telling your story about gender inequality?

- Yes, but anonymously
- Yes, in person
- No