

# WOMEN IN LIGHTING *for* GENDER EQUALITY



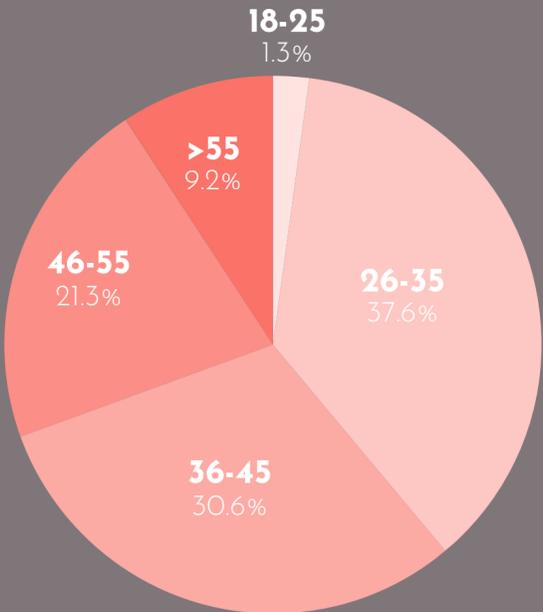
September 22nd @1pm BST  
Magazine London - Greenwich Peninsula

[d]arc room  
POP-UP

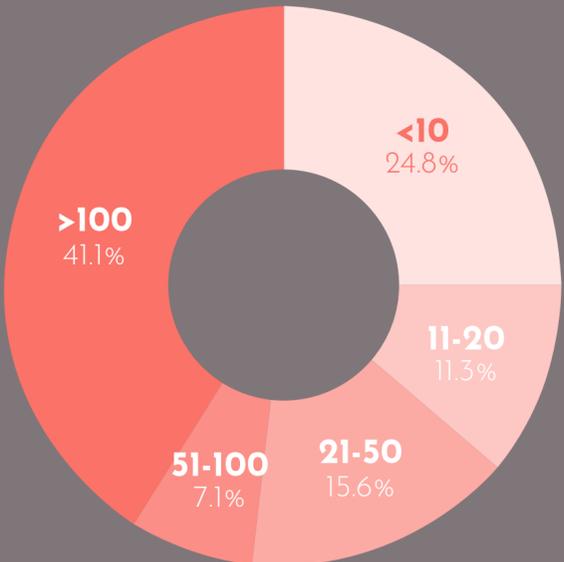


SURVEY RESPONDENTS DEMOGRAPHICS

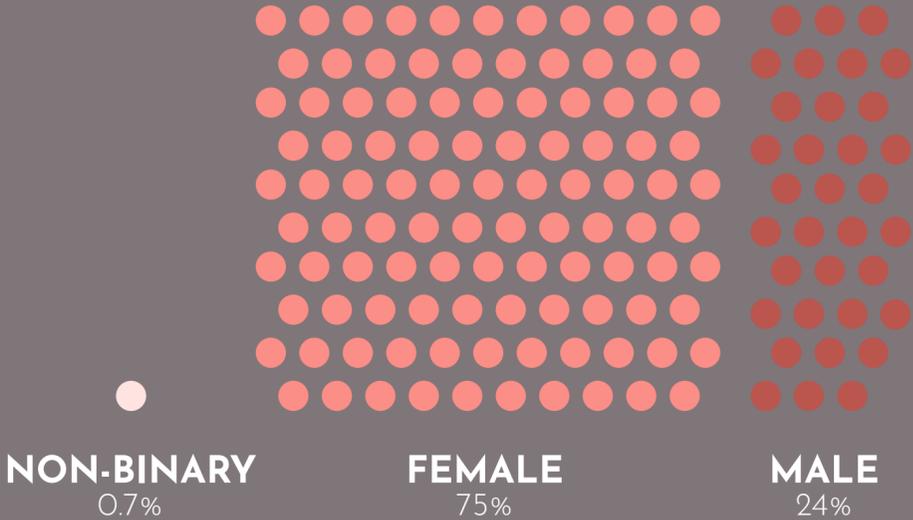
AGE



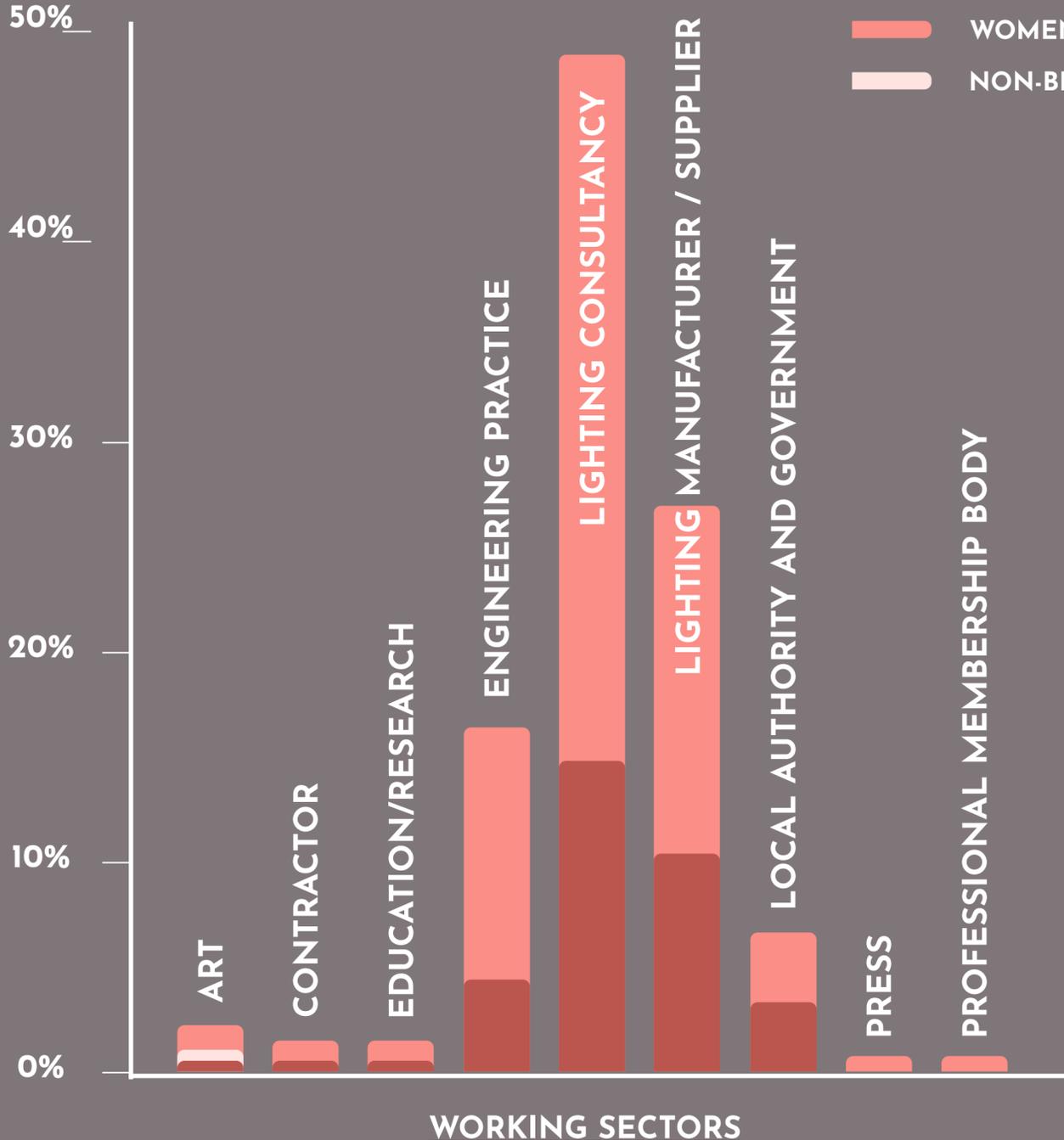
NUMBER OF EMPLOYEES



GENDER

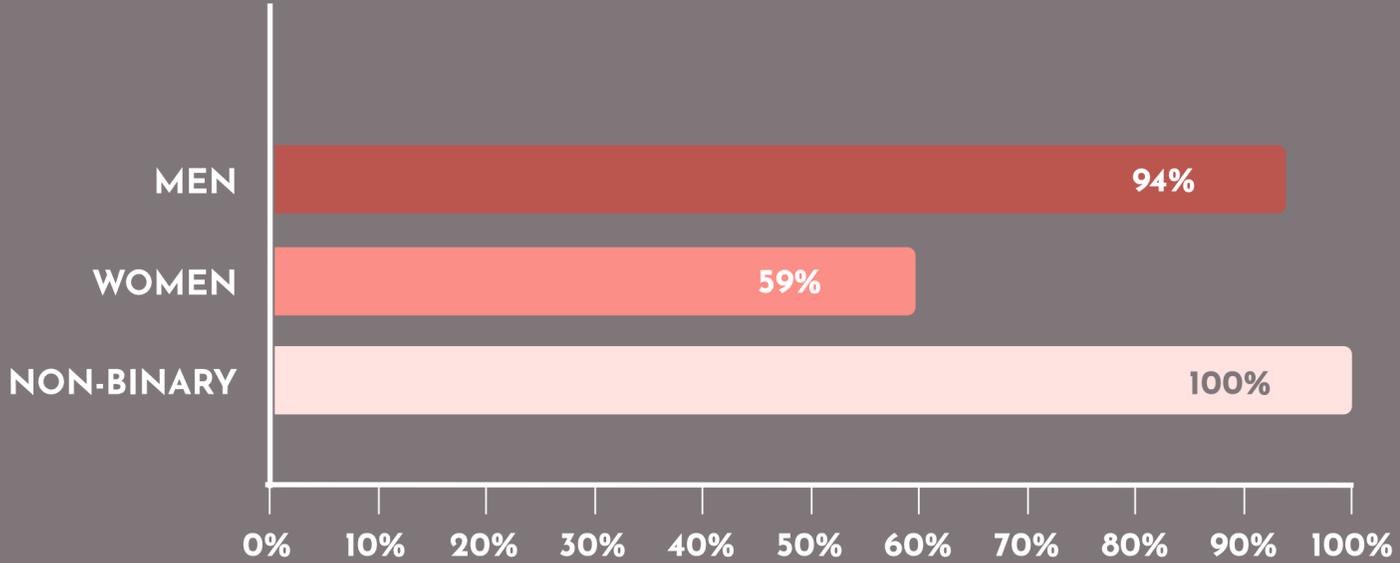


- MEN
- WOMEN
- NON-BINARY

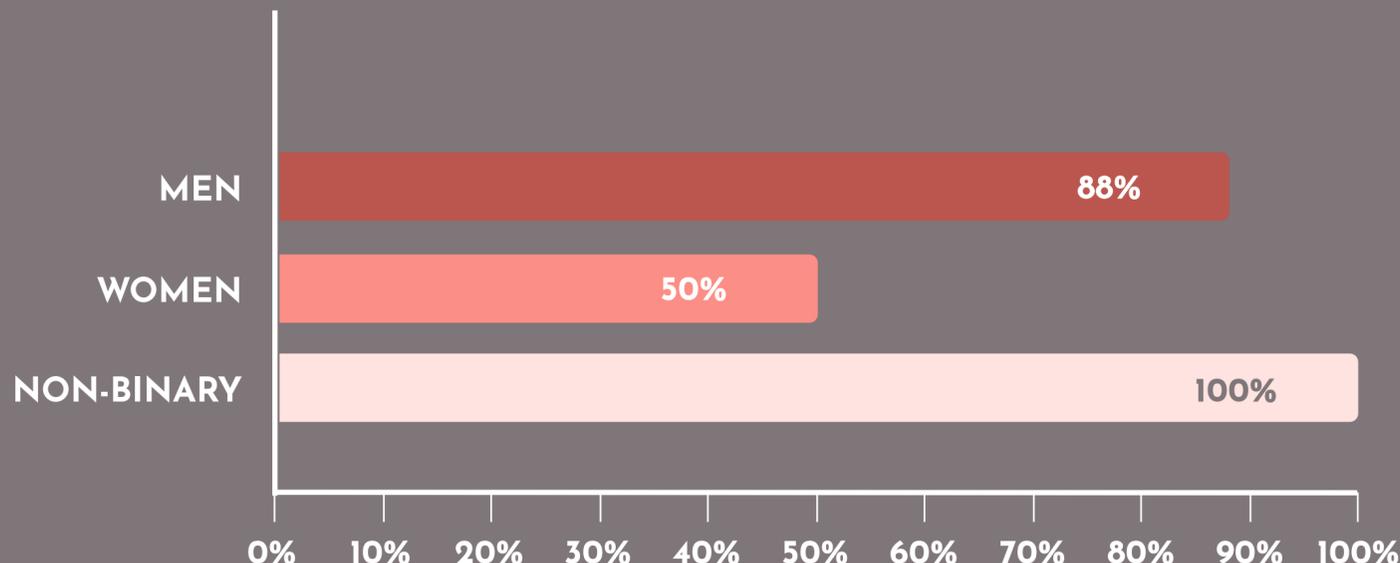


EQUALITY

PERCENTAGE OF PEOPLE WHO FEEL EVERY GENDER IS TREATED EQUALLY IN THEIR WORKPLACE.



PERCENTAGE OF PEOPLE WHO THINK NON-MALE EMPLOYEES GET THE SAME OPPORTUNITIES AS MALE EMPLOYEES.



## PERCEIVED EQUALITY

“

“Being in a 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.”  
(WOMAN)

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“

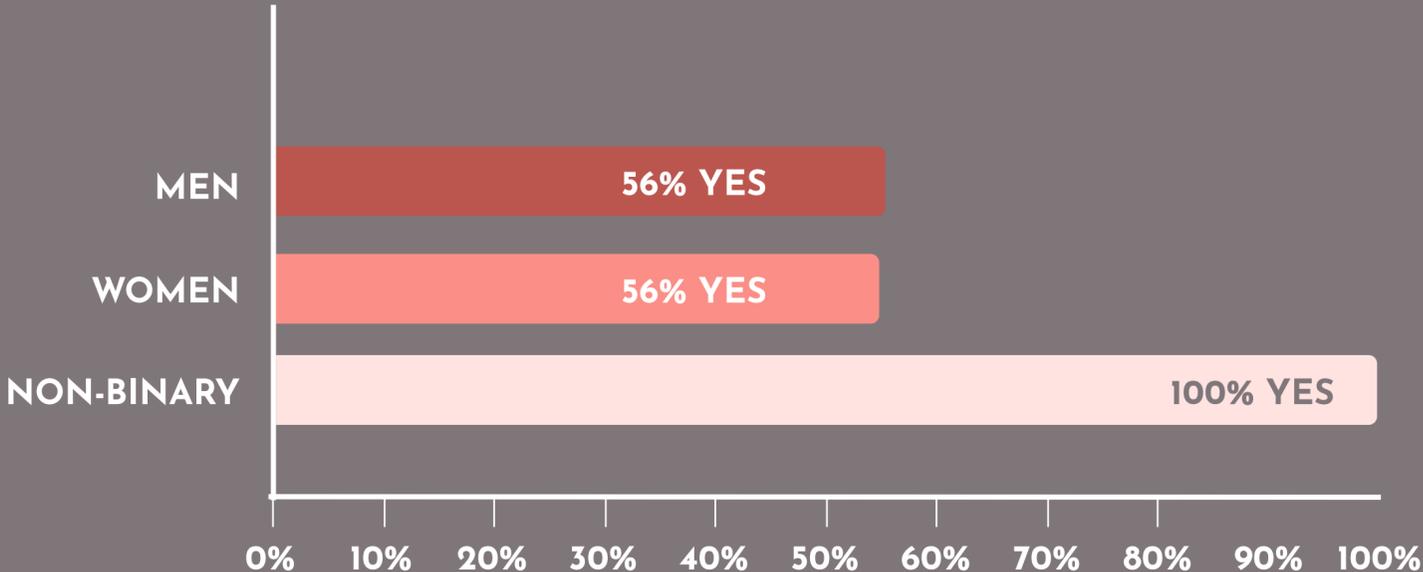
“In the workshop while there is no set rule (spoken or unspoken) about a difference, we have adapted our practices to allow for everyone's strengths and weaknesses. If anything, our ladies get treated with greater respect than our gents.”  
(MAN)

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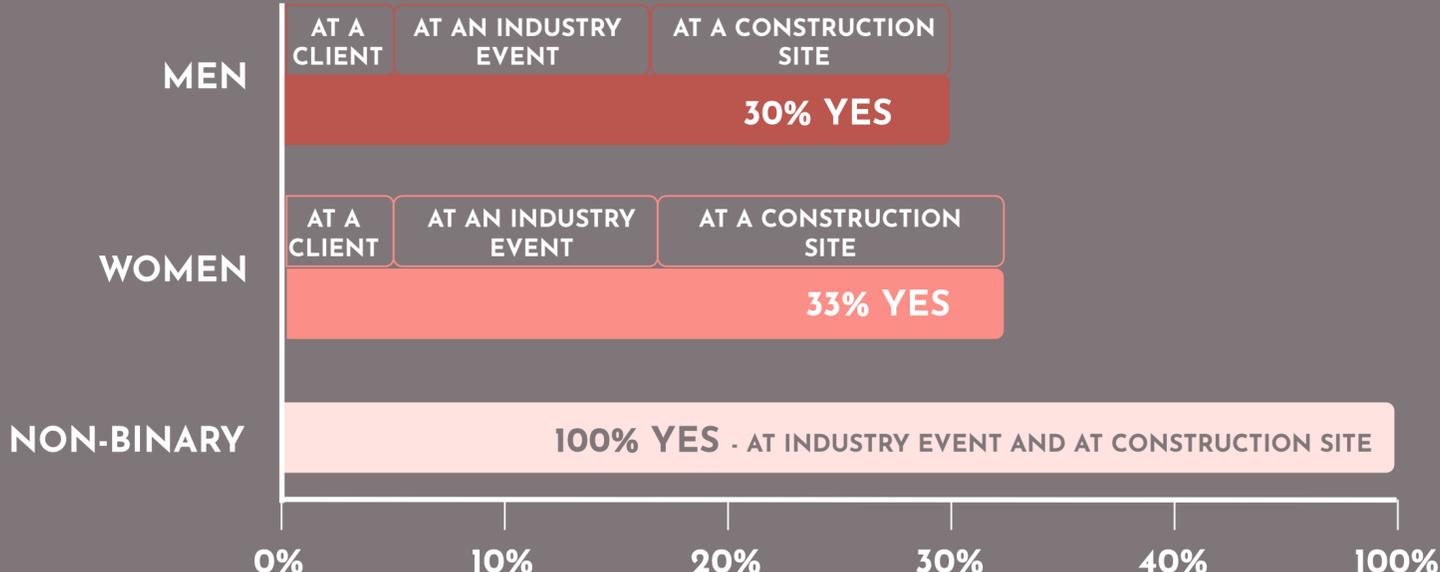


### GENDER BIAS

HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM IN YOUR WORKPLACE FROM COLLEAGUES / INTERVIEWERS / SUPPLIERS?



HAVE YOU EVER EXPERIENCED OR WITNESSED SEXISM OUTSIDE YOUR WORKPLACE?



## GENDER BIAS

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

”

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

”

“  
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. (WOMAN)

”



## GENDER PAY GAP

“

*I know as a fact that men in my company with the same level as me and less years' experience have got a higher salary. It is really frustrating to see that.*  
(WOMAN)

”

“

*Even though equal professionally, it feels like non-males 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 (MAN).*

”

“

*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.* (WOMAN)

”



## LEADERSHIP

“

*“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.” (WOMAN)*

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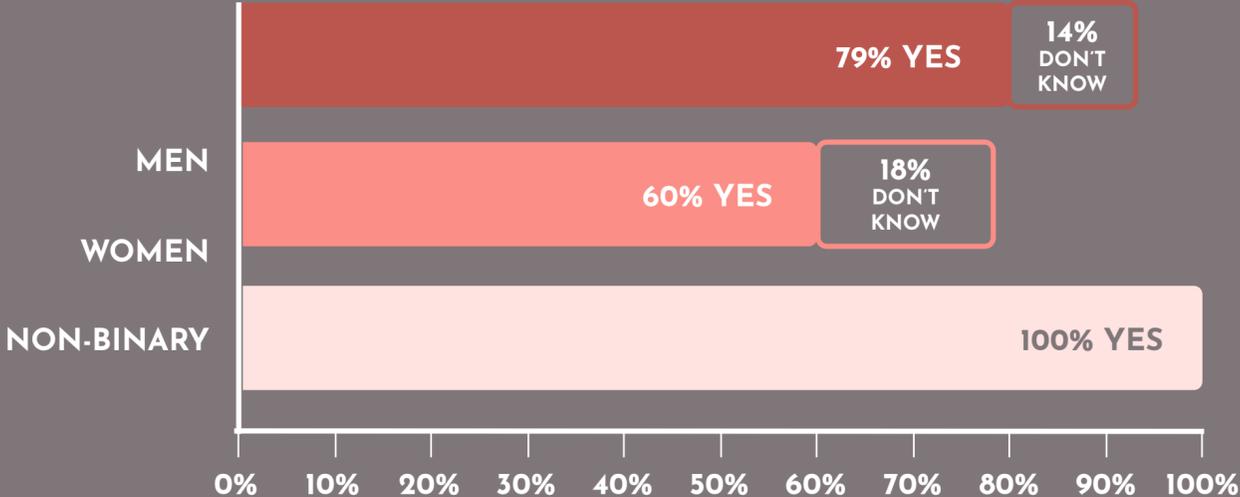
*“I partly moved job due to this. I found the company I worked for had no idea how to deal with women in the workplace and had very few real role models in senior positions I decided I would be valued better somewhere else, with visible women leaders, and I was correct.” (WOMAN)*

”



# MOTHERHOOD

DOES YOUR COMPANY SUPPORT WOMEN WITH DEDICATED POLICIES?



“ 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 won't be able to do the same.  
(WOMAN) ”



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