

4 Highlights

Women are achieving highly educationally and entering the workplace equally, but are subsequently suffering a **Motherhood Penalty**. Women earn less than men, and they are more likely to be in low paid and insecure work. They are playing a pivotal role in society in their thirties, forties, and fifties as the providers of unpaid care – for both children and adults. This means they struggle to build up the provision to support themselves in later life and so are more likely to be dependent on a partner, if they have a partner.

They are also more likely to face mental health issues. On top of this, the rise in cohabitation increases women's risk exposure. The **Impact of Divorce and Separation** on women's finances means that many divorced and separated women lack financial resilience and are facing hardship in later life.

Separated and divorced women are more vulnerable still. These women are more at risk from domestic abuse, including domestic violence and financial coercion.

We are all living longer, and women longer than men. But women face a **Longevity Trap**. Women suffer ill-health for longer, and in later life require more support with daily living as well as with old age care. Having spent much of their life caring for others, women are left with insufficient pension and savings to be able to pay for their own care.

Education, work and pay



59%

Girls and young women are now outperforming boys and young men in education: **59% of girls get 5 A*-C at GCSE against only 49% of boys**. 51% of women go to university against only 42% of men

22–29 year old



40+



On average, **women and men now earn the same in their 20s**, but from their 40s women earn 13% less than men, **and by their 50s, 16%**

1/30 women are on zero hours contracts compared to **1/40 men**. **38%** of people on zero hours are **aged 16–24**



29% of women earn below the Voluntary Living Wage, against **22% of men**

29%



42% of women work part-time compared with **13% men**

Family, relationships and care



1/5 women over the age of **15** have experienced some form of sexual violence

13% of girls aged **16–19** were victims of domestic abuse in the previous year



1 in 7 women in their early 40s are caring for both **children** and **elderly relatives**



32% of marriages in 1998 divorced by 15th wedding anniversary. Cohabitation has doubled since 1996

Women who are separated and divorced are most likely to have suffered domestic abuse in the previous year

20%



Nearly 1/3 of women in their late 50s are **caring for an adult**

1/4 women have been the victim of domestic abuse since the age of 16, equivalent to **4.5 million women**



Health, wellbeing and ageing

More than 1 in 10 women suffer post-natal depression in the year after giving birth



53% of women in their **30s** and **40s** (65% divorcees) have suffered mental health conditions compared with **36%** of men

Women experience **19 years'** ill health compared with **16 years** for men



The average cost for women entering a care home from **65–74** is **£132,000**, nearly double the cost of men's. But in the south east, the average is **£186,000**



A girl born in **2011** can now expect to live to **83**, **four years longer than a man**



Financial resilience to risk

52% of women in their late **20s** say they **do not understand enough** to make decisions about retirement savings – **38% men**



34% of women in their **30s** say their **money wouldn't last a month** if they lost their main source of income

Men in their late 30s have **60% more savings** than women of the same age



70% of women in their **50s** say they are not saving enough for retirement – **59% men**



Most women in the bottom **40%** of households by household income have no pension wealth at all

The average divorced woman has **1/3 the pension pot** of the average divorced man (£9,000 compared with £30,000)



The average man accumulates **5x the pension pot** of the average woman

36% of women and **30% of men** (48% and 38% for those divorced) see the State Pension as their main source of income in retirement

