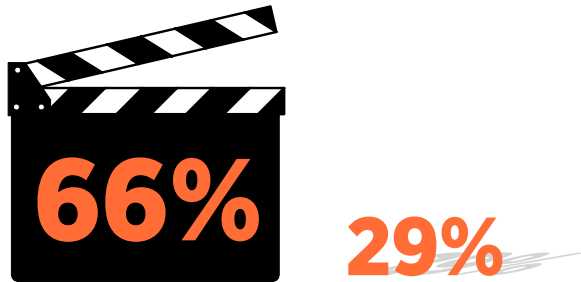


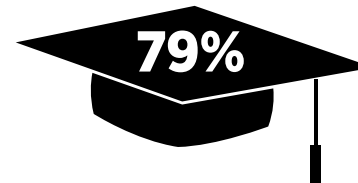
## Working conditions

### The Screen Sector is characterised by portfolio careers



66% state they have secondary occupations within the Screen Sector 29% state they also work outside the Screen Sector

### People who work in the Screen Sector are highly qualified but Continuous Professional Development is weak



79% are educated to degree level or above

**56%**

have engaged in training, talent development or CPD in the last five years

**53%**

of this activity was self-funded

### People who work in the Screen Sector are overworked and underpaid

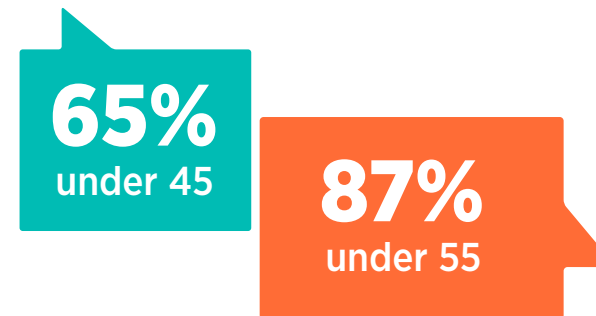


The median weekly hours worked (both inside and outside the Screen Sector) is 44.7 hours

**44%** < **£20k**  
**66%** < **£30k**

44% of respondents earn less than £20k from their work in the Sector and 66% earn less than £30k

### The profile of respondents suggested a 'young sector'

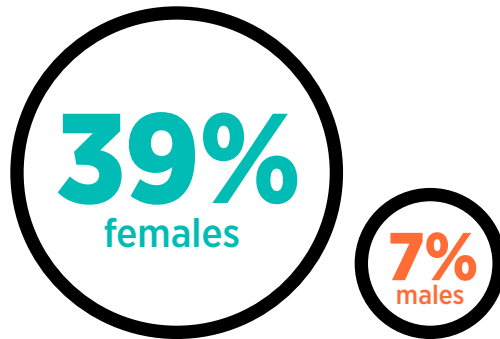


65% of respondents are aged under 45 and 87% under 55 years old

Older age groups were nearly **twice** as likely to identify age as a barrier to career progression than younger age groups

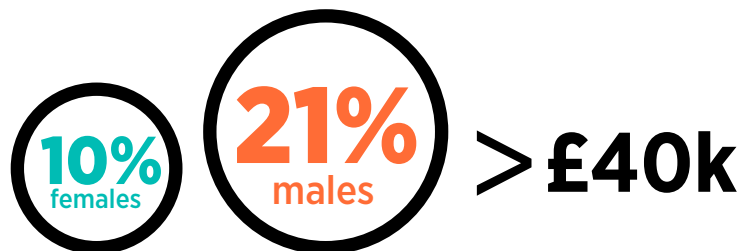
## Protected characteristics – gender, disability, ethnicity

### Gender as a barrier



39% of females and 7% of males cited gender as a barrier. Issues include sexual harassment, perceived male only professions, discrimination and unequal pay

A greater proportion of males than females are in senior management (**12%** compared with **8%**) and in director/producer roles (**22%** and **18%**)



21% of males in the survey earn over £40k compared with 10% of females

### Parental responsibilities are a key issue for gender equality



84%



48%



**49** respondents specifically mentioned the challenges presented by long and anti-social working hours

Of those with dependent children, females were **75%** more likely than males to cite parental responsibilities as a barrier. (84% compared with 48%)

**15%** of respondents who stated they had a disability saw it as a barrier

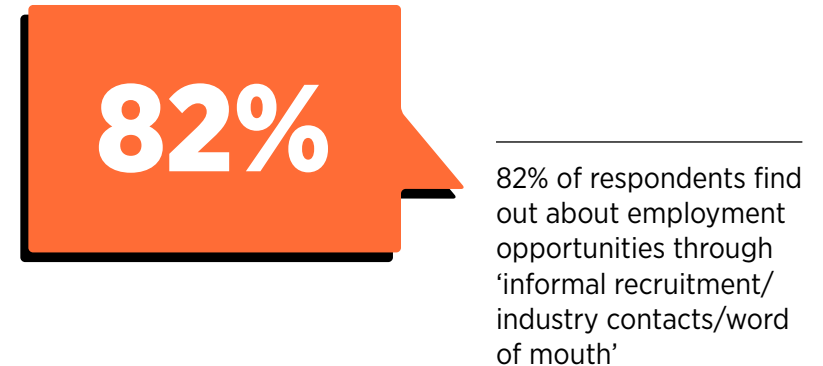
**40%** of minority ethnic respondents saw ethnicity as a barrier

## Economic barriers, connections and social mobility

### Economic barriers and social mobility feature highly as perceived barriers



### The sector relies upon informal networks and connections to recruit staff



### The culture of unpaid internships is a barrier

**74%**

internships unpaid

74% of respondents who have undertaken internships were unpaid

**21%** unpaid    **12%** paid

21% have undertaken some form of unpaid placement (either apprenticeship, internship or work placement). This compares to 12% who have undertaken paid placements

### The London-centric industry is identified as a key barrier



Geographic barriers are identified by 45% of respondents, with many specifically citing the centrality of London

Profile: The profile of respondents was dominated by the development and production subsector. 70% of primary occupations are in development and production. 59% of respondents were female.