

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

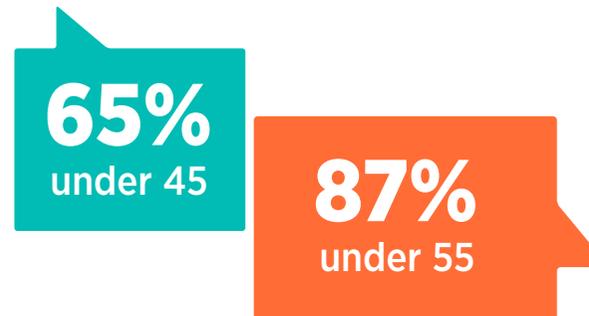


The median weekly hours worked (both inside and outside the Screen Sector) is 44.7 hours

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



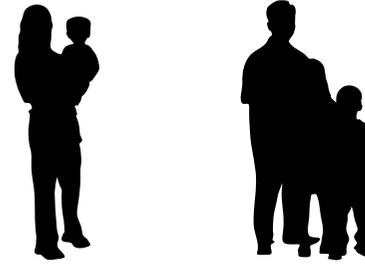
39% of females and 7% of males cited gender as a barrier. Issues include sexual harassment, perceived male only professions, discrimination and unequal pay

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

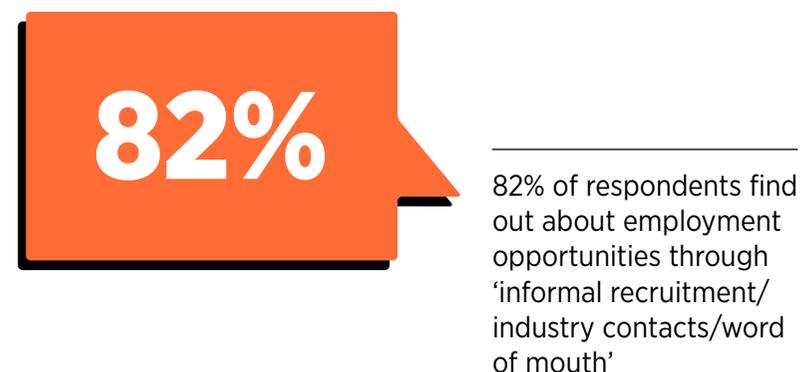
40% of minority ethnic respondents saw ethnicity as a barrier

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.