

WE ARE DOC WOMEN

Press Release 2nd November 2023

GENDER IN FACTUAL TELEVISION STATISTICS: The number of women directors falls to less than one in four

In October 2022, We Are Doc Women (WADW) established the 50/50 Pledge, which asked broadcasters and production companies to ensure that half of their factual programmes are being directed by women. "If half of the UK population identify as women then why aren't half of our stories, and half of our history, also being told by women? If not now, when?"

50/50 Pledge member, Glimmer Films.

We are proud to announce that the companies and broadcast partners responding who signed up to the pledge averaged 47% women Directors on their factual output for 2021-2022. Unfortunately, this figure is significantly higher than the factual industry average for the same period, which is 24%.

In 2021, WADW published the findings from our survey on career progression within the UK factual television industry - [2021 Factual Television Survey](#). Two years on, WADW, in conjunction with The [Creative Diversity Network](#) (CDN), is releasing the latest figures on the breakdown of editorial roles, according to gender.

These figures from the CDN show that the number of women directing Factual Television has fallen in the last two years. Conversely, the representation of women compared to men has risen in the lower paid editorial roles of Researcher and Producer. Over the past two years, women have remained represented at the highest proportion in the Assistant Producer role.

Men are most highly represented as Series Directors, where they obtain 94% of the roles compared to women with 6%. In 2020, fewer than one in three Directors were women. In 2022, that figure has dropped to less than one in four.

WADW would like to remind people of the latest figures on pay from our 2021 survey. These show how the issue of lack of female representation within Directing is contributing to a stark gender pay gap within editorial roles. Women are remaining in lower paid editorial roles, such as Researcher, Assistant Producer and Producer, for longer.

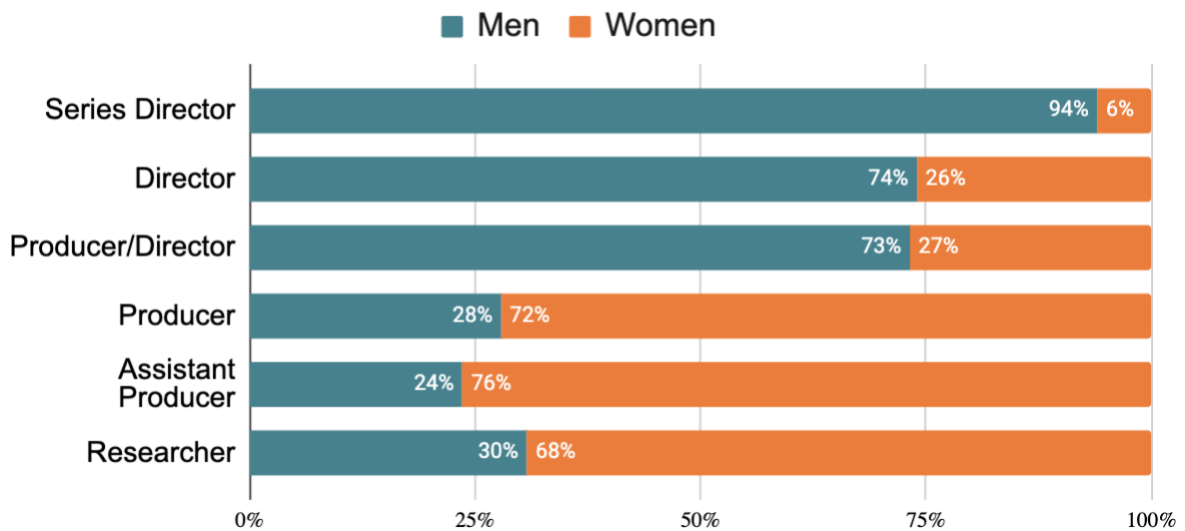
A spokesperson for We Are Doc Women said *"It's disappointing to see the overall number of women directors going down. There are notable exceptions, however, and many companies are moving closer to 50/50 which is encouraging. While across the industry there is immense*

financial pressure and difficulty at the moment, we hope diversity and inclusion will remain a priority. We wouldn't want to lose any more progress in gender equality in directing.

Despite women only making up 24% percent of the industry's Directors, they continue to thrive creatively. At the last BAFTA Television/Craft, Grierson and Broadcast awards, women directors won 48% percent of the awards in factual categories. We encourage all companies who are committed to equality to sign up to the 50/50 Pledge. Together, change is possible."

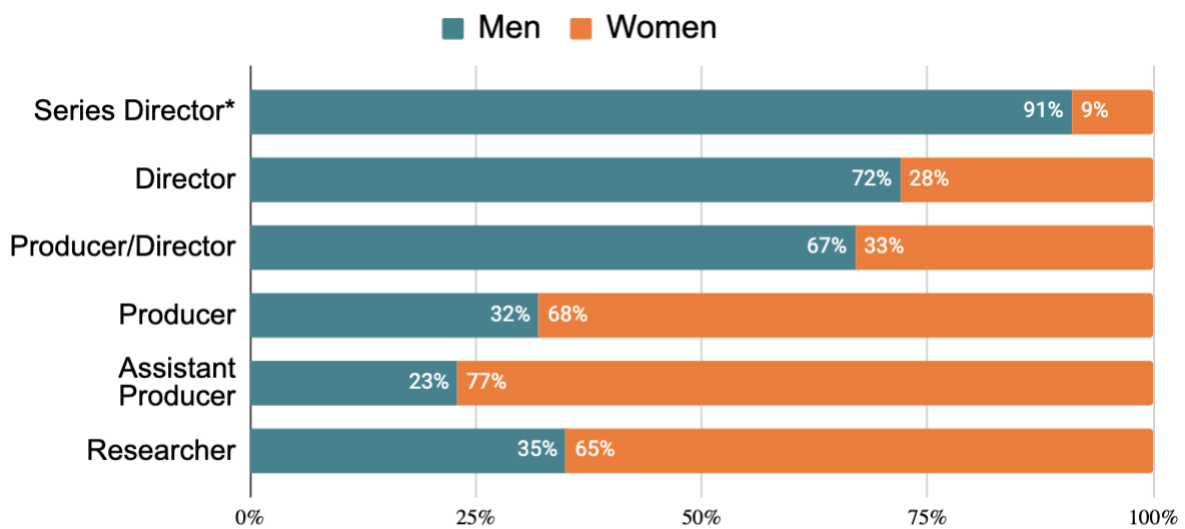
This latest data set is from August 2021 to July 2022 and is based on 25,242 factual credits:

Gender in Directing 2021-2022



Figures from two years ago:

Gender in Directing 2019-2020



Figures rounded to the nearest one percent.

* Original 2021 report excluded specific Series Director figures therefore reported 28% women as Director/SD

Statistics in table form:

2021-2022	Series Director	Director	Producer/ Director (PD)	Producer	Assistant Producer (AP)	Researcher**
Men	94%	74%	73%	28%	24%	30%
Women	6%	26%	27%	72%	76%	68%

2019-2020	Series Director	Director	Producer/ Director (PD)	Producer	Assistant Producer (AP)	Researcher
Men	91%	72%	67%	32%	23%	35%
Women	9%	28%	33%	68%	77%	65%

WADW AVERAGE WEEKLY RATES IN EDITORIAL ROLES (INCLUDING HOLIDAY PAY)²

Director / Series Director

£1,990

Producer Director (PD)

£1,610

Producer

£1,250

Assistant Producer (AP)

£870

Researcher

£590

We Are Doc Women champions the 70 companies and 5 broadcast partners already signed up to the 50/50 Pledge for being leaders of progress. Our thanks to them for promoting change and committing to fostering and supporting female talent. You can find the full list of who has signed up so far here - <https://wearedocwomen.co.uk/50-50-pledge/>

The 50/50 Pledge is open to all companies and broadcasters who are aligned with our aim of gender equality in factual television. While there is still much work to be done to reach a place of parity, we hope the worrying reality that these statistics reveal will prompt more broadcast partners and indies to join the cohort.

For further information contact info@wearedocwomen.co.uk.

** 2021/2022 Transgender respondents: Director/SD 0.5%, Researcher 0.4%

Intersex and non-binary: PD 0.6% AP 0.2% Researcher 2% - These data sets were incomplete and inconclusive for 2019/2020

WE ARE DOC WOMEN

<https://wearedocwomen.co.uk/>

was founded in 2017 to provide peer support for women directors working in factual television in the UK. We have grown to become a collective of directors, producers, assistant producers and executive producers advocating for equal opportunities, greater support and fair recognition within our industry.

THE CREATIVE DIVERSITY NETWORK

<https://creativitydiversitynetwork.com/>

The CDN exists to enable the UK Broadcasting industry to increase diversity and inspire inclusion. Their Diamond data collection system is building the most comprehensive picture of diversity in UK television production ever compiled.