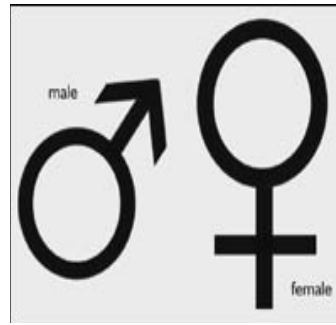
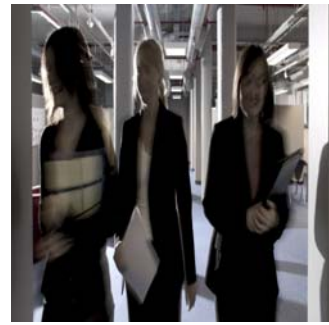


# Gender Equality in Employment

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## EQUALITY PAY ACT 1970

- ⇒ It is unlawful for employers to discriminate between men and women who are carrying out similar or like work; work rated as equivalent; or work that is considered as equal value
- ⇒ In addition it covers sick pay, annual leave and bonus payments
- ⇒ European Law also prohibits discrimination in relation to pensions, redundancy payments and travel concessions

## SEX DISCRIMINATION ACT 1975

- ⇒ Sex discrimination is unlawful in employment, vocational training, education, the provision and sale of goods, facilities and services and premises
- ⇒ Prohibits direct and indirect discrimination, victimisation, discrimination due towards pregnancy or maternity leave, sexual harassment and harassment on the grounds of sex

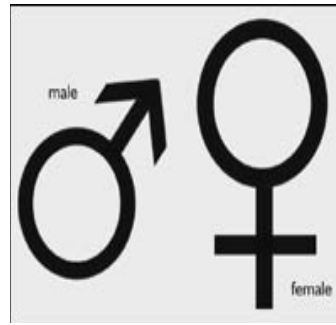
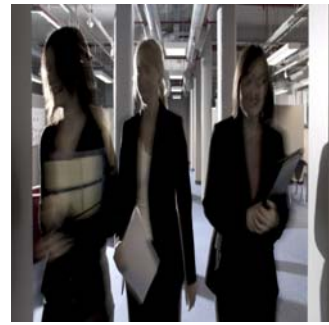
## EQUALITY ACT 2006

- ⇒ Amendments to the Sex Discrimination Act 1975
- ⇒ Establishes the Commission for Equality and Human Rights (CEHR)
- ⇒ Will introduce the Gender Equality Duty 2007
- ⇒ Creates a duty on Public Authorities to promote equality of opportunities between both men and women
- ⇒ Prohibits sex discrimination in the exercise of public functions
- ⇒ Despite the Act predominantly applying to public sector organisations, private sector organisations have to be careful if they supply goods/services or take on sub-contractual work with public bodies. Public sector bodies, in order to comply with the legislation, may stipulate that the contractor must carry out an equal pay audit before work can be carried out

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## GENDER EQUALITY DUTY - APRIL 2007

### FACTS

- ⇒ Requires public authorities to promote gender equality and eliminate sex discrimination
- ⇒ This will affect policy making, public services (e.g. transport), recruitment, flexible working, along with other employment practices
- ⇒ The legal responsibility will be placed on public authorities, instead of individuals to make the complaints, and thus public authorities will have to show that they treat men and women fairly
- ⇒ ALL public authorities have to comply, and also include voluntary, charities and private sectors that provide a public service or provide, for example, contractual work, room hire or catering for the public sector.

### ACTION PLAN

- ⇒ Consider different issues and priorities for both sexes - try not to presume that what may be an issue for women will not automatically be an issue for men, e.g. child care, housing
- ⇒ Employment policies may have to be revised, for example, with issues regarding:
  - Pay
  - Flexible working
  - Gender imbalances
  - Maternity leave
  - Employees/applicants who have undergone/going gender reassignment (is it necessary to ask for birth certificates, is there support and privacy service in place)

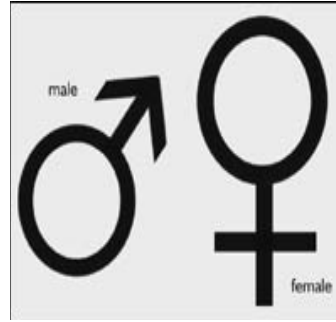
### POTENTIAL BENEFITS OF BEING COVERED BY THE DUTY

- ⇒ Understanding what both sexes require from services provided
- ⇒ Improving customer satisfaction
- ⇒ Improving services provided
- ⇒ Reduction in complaints and thus employees time used more effectively and efficiently
- ⇒ Improves the recruitment process as can fill skill gaps that may have been present before
- ⇒ Flexible working leading to happier staff and thus increases staff retention
- ⇒ Equal pay and thus prevents costly tribunal cases
- ⇒ Action on maternity leave can lead to an increased number of staff returning afterwards
- ⇒ More efficient use of talent within your workforce
- ⇒ Source <http://www.eoc.org.uk>

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## CHANGES SINCE THE SEX DISCRIMINATION ACT 1975 WAS INTRODUCED

- ⇒ The number of women in employment has increased from 9.1 million to 12.1 million, whereas men in employment has remained the same at 15.1 million
- ⇒ The number of hours, in full time employment, that men work had decreased between 1975 and 2005 from 43 hours to 40.6 hours. Women however it remained the same at 37.4 hours
- ⇒ The full time gender pay gap has decreased from 29% to 17.1%, and part time gender pay gap has decreased from 42% to 38.4%
- ⇒ According to the National Management Salary Survey, 1.8% of managers were women, whereas in 2005 that percentage had risen to 33.1%

## FURTHER INFORMATION

Equal Opportunities Commission [www.eoc.org.uk](http://www.eoc.org.uk)  
Women & Equality Unit <http://www.womenandequalityunit.gov.uk>  
Citizens Advice Bureau <http://www.citizensadvice.org.uk>  
Directgov - provide all information from UK Government Departments  
[www.direct.gov.uk](http://www.direct.gov.uk)

**This is the fifth in a series of business factsheets on diversity and cohesion issues, which reflect priorities in ONE HULL's new Community Strategy.**