

Gender equality policies and practices in the UK

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Gender equality - UK legal framework

Key national legal acts

- UK Equality Act 2006
- UK Gender Equality Duty 2007
- UK Equality Act 2007
- UK Equality Act 2010
- UK Equality Strategy – *Building a Fairer Britain* 2006 –2016
- UK Strategy “*Think, Act, Report*”

Equality Acts 2006, 2007

- Outlaw **discrimination** on the ground of sexual orientation in goods and services
- Introduce a **public duty** to promote equality on the ground of gender
- Modify the Sex Discrimination Act of 1975 by
 - eliminating unlawful discrimination and harassment
 - promoting **equality of opportunity** between men and women
- Provide possibility to **claim a discriminative behaviour** and to start a proceeding

UK Equality Act 2010

- Harmonises all previous legislation on equality
- Key provisions related to work include:
 - General obligation to **not discriminate**, victimise or harass a person for gender and sex reasons in **recruitment/employment** (terms of employment, access to opportunities for promotion, transfer, training; dismissing employees)
 - Possibility of claims for **direct gender pay discrimination** where there is no actual comparator; unenforceability of pay secrecy clauses; empowerment of employment tribunals
 - Forbidden discrimination for **reasons of pregnancy and maternity** in the work environment and in the private life (education, associations, public functions) and a possibility to claim for the introduction of a **maternity equality clause**
 - **Positive actions** that can be adopted by private companies to protect a discriminate category during the recruitment process

Gender Equality Duty 2007

- **General duty** to promote gender equality is extended to all GB public bodies or public authorities, incl. private and voluntary organisations carrying out public functions as well as external contractors.
- **Specific duties:**
 - adoption of the **Gender Equality Scheme**
 - fight against gender pay gap
 - gathering and use of information
 - stakeholder consultation to define gender equality objectives
 - impact assessment of the ongoing policies
 - obligation to implement the actions within 3 years and report the results

The UK Equality Strategy – Building a fairer Britain

- Based on principles of **equal treatment & equal opportunity**
- Focus on **educating people**, and cooperation with private and voluntary sectors and civil society, rather than new legislation
- Section 1: *Early years, education and social mobility* - public policies for yearly education and support to disadvantaged pupils
- Section 2: *Fair and Flexible Labour Market* - removing barriers and tackling cultural attitudes in the labour market, incl. **equal pay**, a voluntary scheme for **gender pay reporting**, woman presence in **management boards**
- Promotion of **flexible working conditions** and working times, mini jobs and part time and encouragement to shared parenting
- Section 4: *Changing cultures and attitudes* - creating a fairer society free of bullying, discrimination in sports, etc.

Think, Act and Report, 2011

promoting gender equality in the workplace

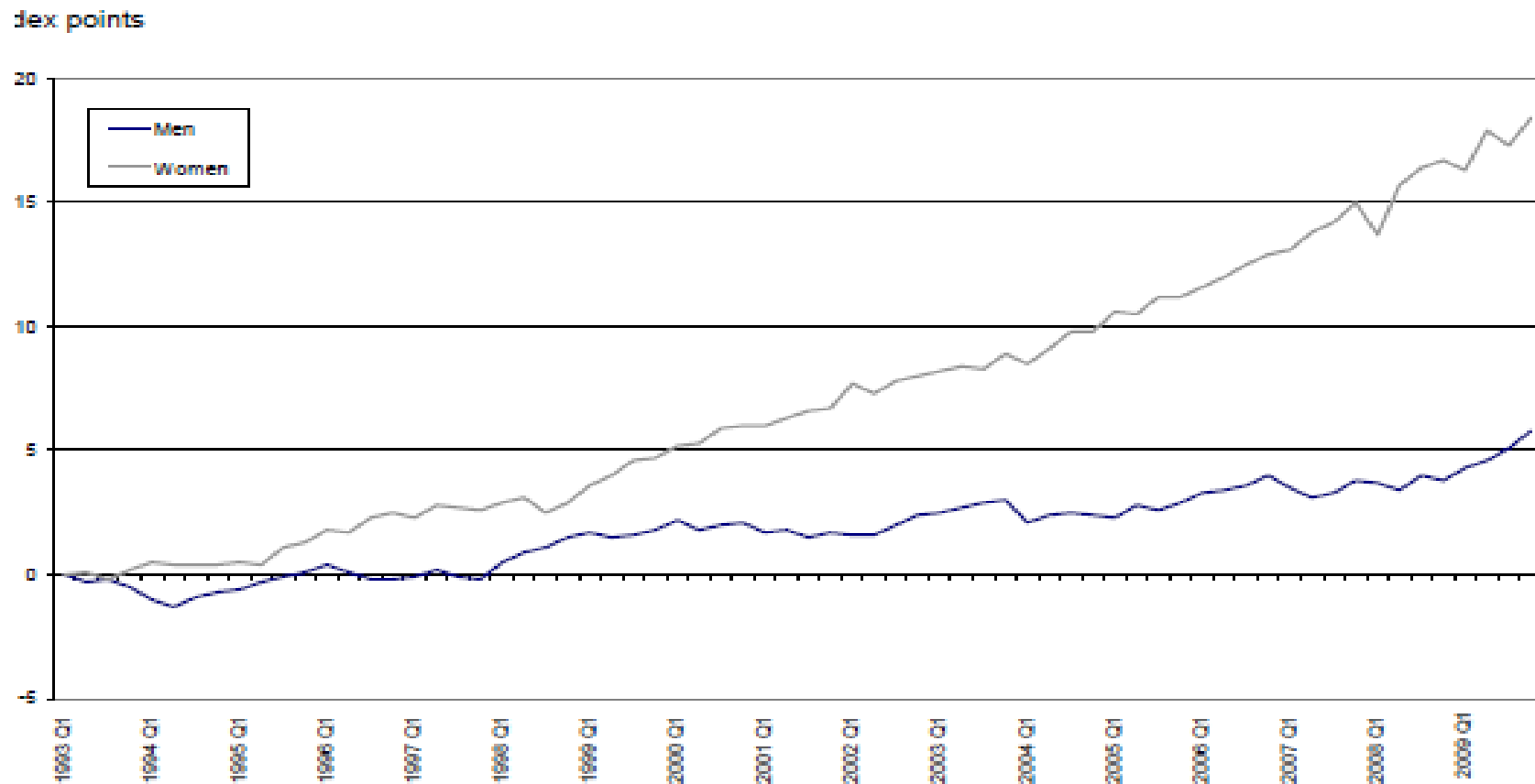
- ‘**Think, Act, Report**’ (**TAR**) framework encourages private and voluntary sector organisations to help women to overcome barriers in the workplace
- Up to **140 top companies** have committed to:
 - Think: identify any issues around gender equality
 - Act: take action to fix those issues
 - Report: make public how the business improves gender equality
- After 2 years of implementation, almost **2 million employees** (approx. 20% of the UK workforce) are **covered** by TAR
- 66% of companies try to encourage female talent through **mentoring & sponsorship schemes, targeted development programmes**, and encourage women to take high-profile jobs

Key features of the UK legal framework

- **Gradual integration** of equality matters into legislation
- **Incorporation** of gender equality targets into general equality legislation
- **Cooperation between public and private sectors**, engagement of a broader society
- **Combination of** forbidding, recommendation and incentivising **measures**

Policy implementation: gender equality figures

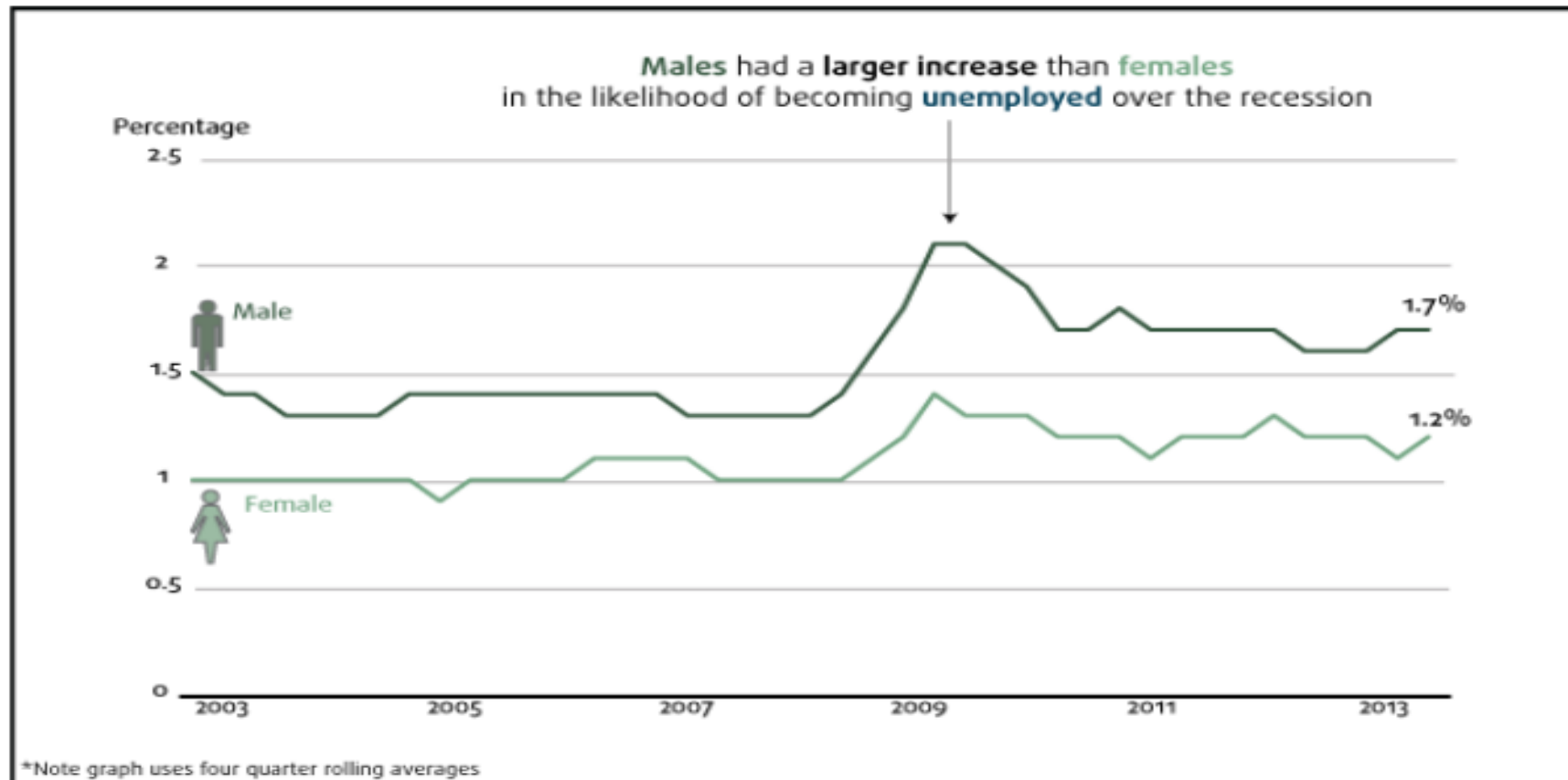
workforce composition by gender



Source: Labor Force Survey 2009

Policy implementation: gender equality figures

Employment to unemployment hazard rates by gender



Source: Labor Force Survey 2009

Policy implementation: gender equality figures

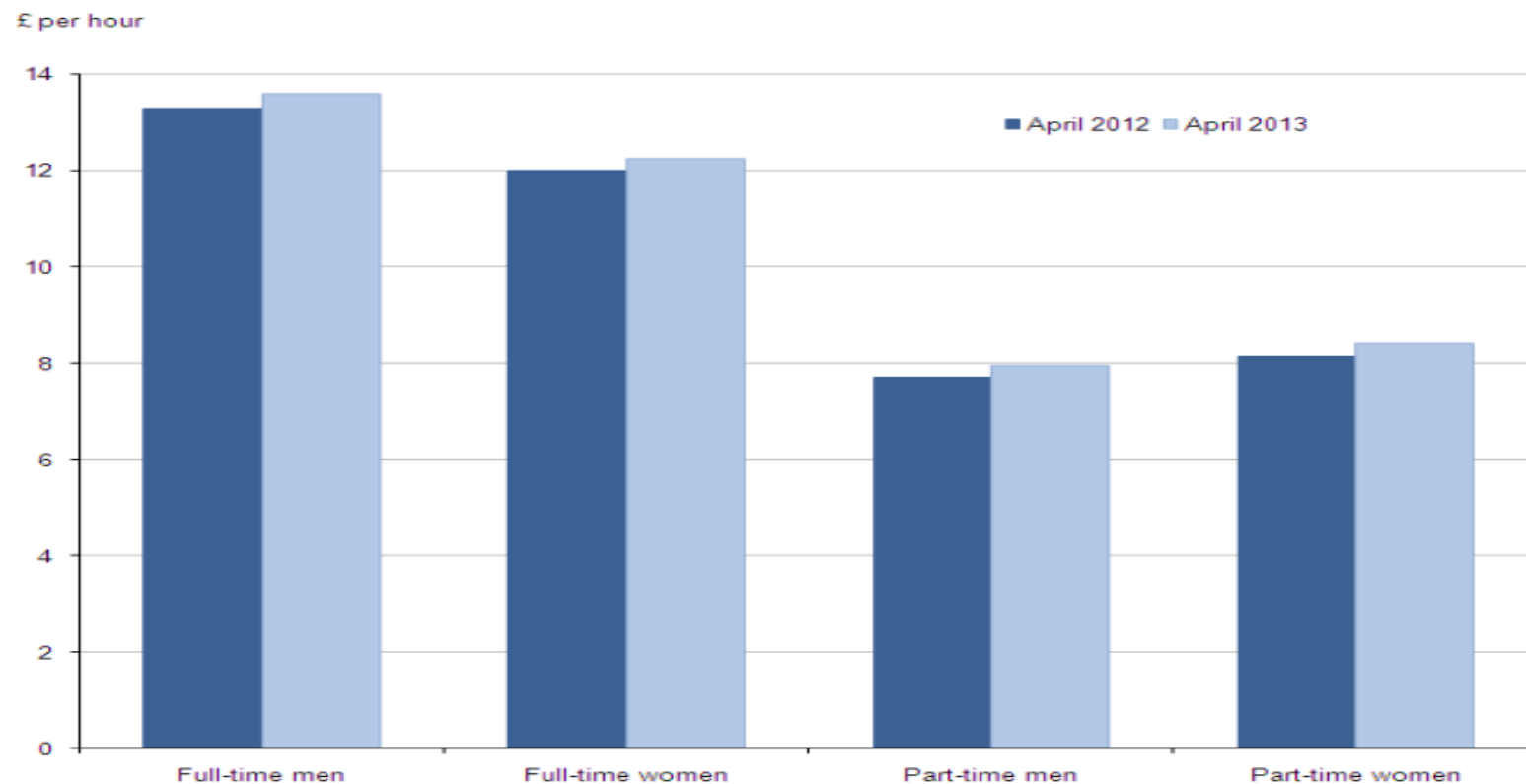
Median full-time and part time gross weekly earnings by sex

		£. per week		
		Full-time	Part-time	All
April 2012	Men	546.0	145.8	498.1
	Women	448.9	158.7	319.7
	All	506.1	155.2	405.8
April 2013	Men	556.0	149.5	508.0
	Women	458.8	164.3	327.5
	All	517.5	160.1	416.5
Change %	Men	1.8	2.5	2.0
	Women	2.2	3.5	2.5
	All	2.2	3.1	2.6

Source: Annual Survey of Hours and Earnings, 2013 Provisional Results - Office for National Statistics

Policy implementation: gender equality figures

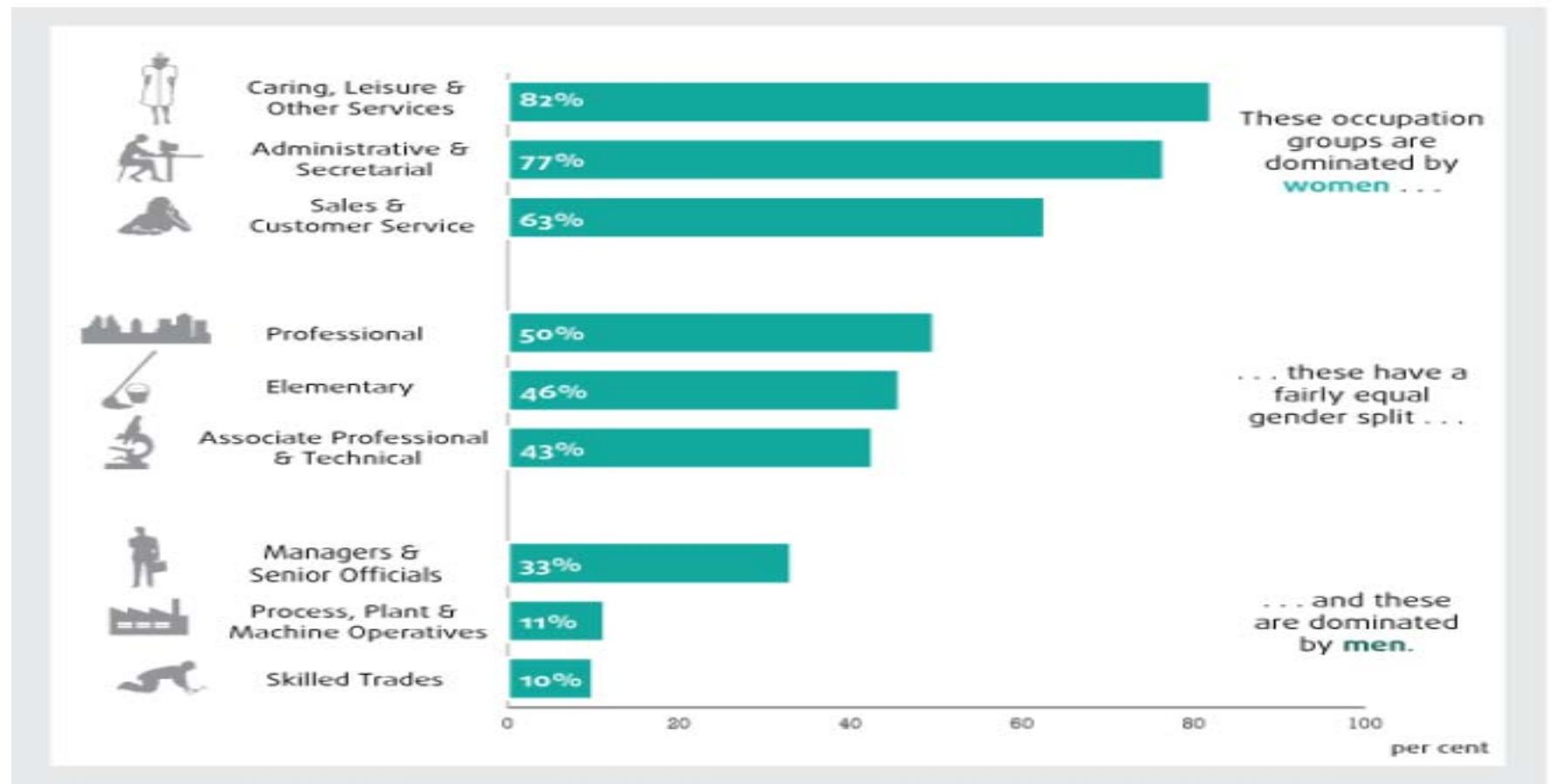
Median gross hourly earnings (excluding overtime)



Source: Annual Survey of Hours and Earnings (ASHE) - Office for National Statistics

Policy implementation: gender equality figures

The share of workers in each occupation group that are women



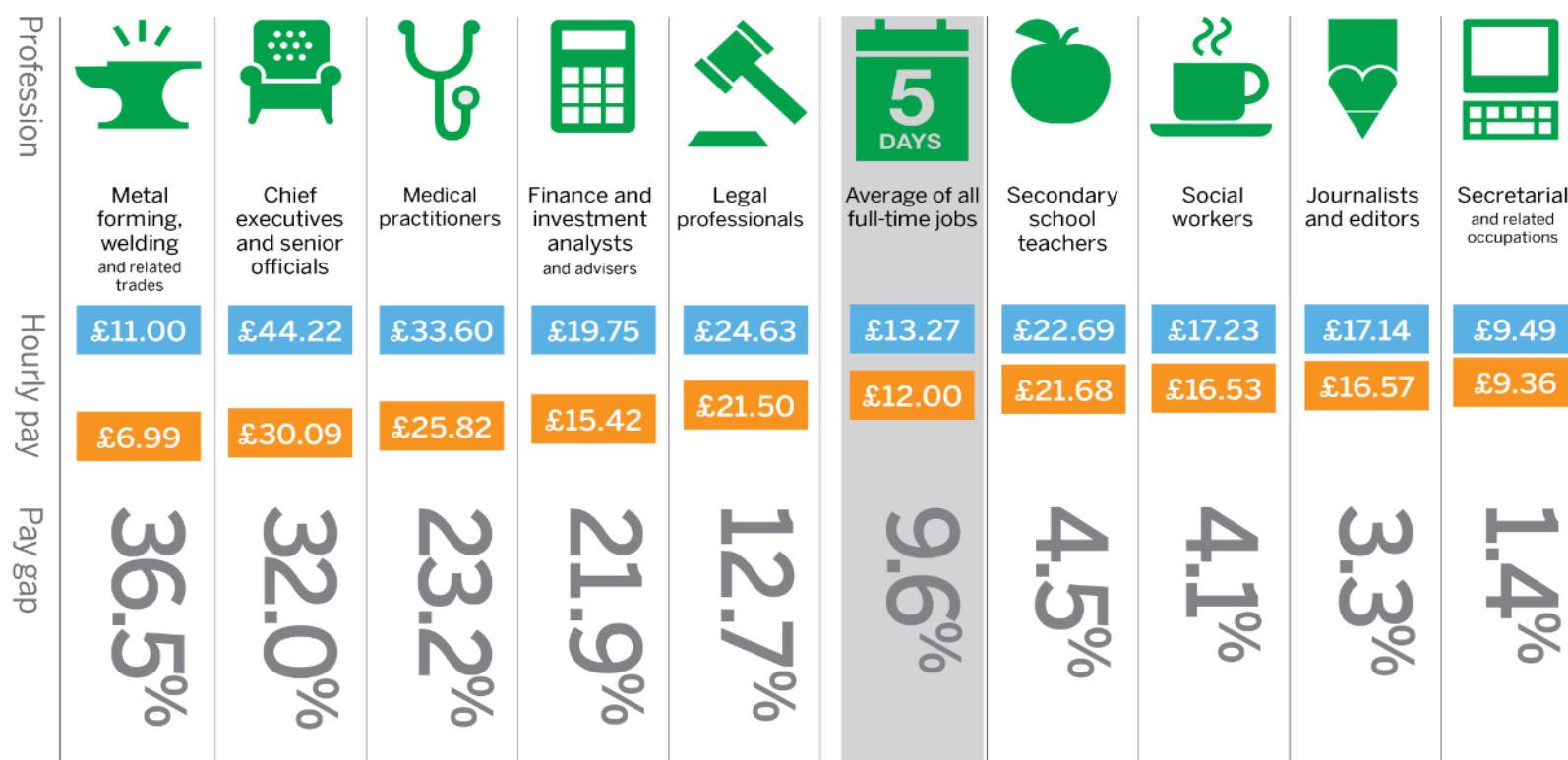
UK Office of National Statistics - Annual Survey of Hours and Earnings, 2013 Provisional Results

Policy implementation: gender equality figures

Gender pay gap in selected jobs

How much men and women get paid for selected jobs – gaps in full-time median hourly pay*

Men Women



UK Office of National Statistics - Annual Survey of Hours and Earnings, 2013 Provisional Results

Policy implementation: gender equality figures

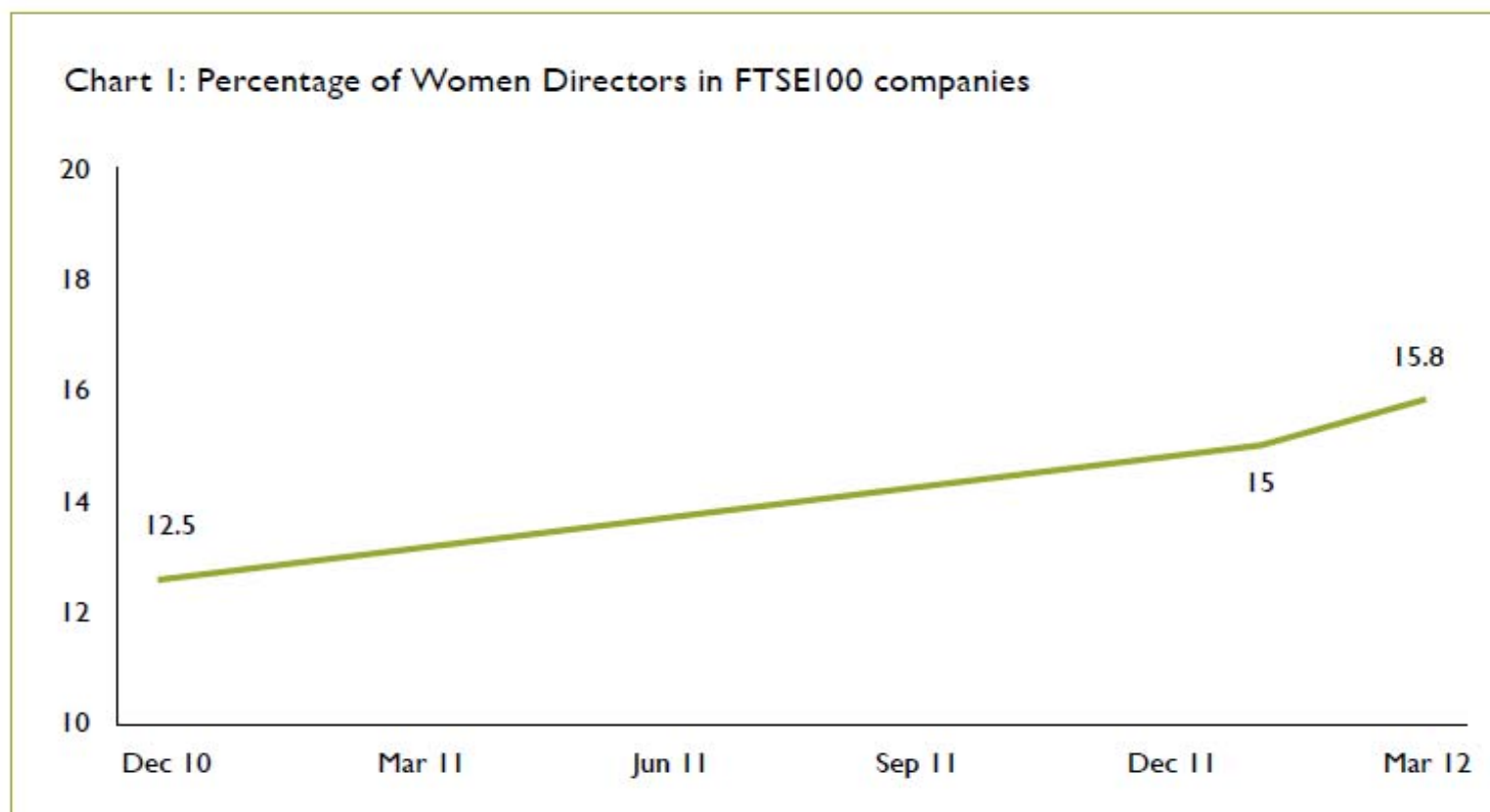
Median full-time gross weekly earnings by major occupation group

Major occupation group	£ per week		
	Men	Women	All
All	556.0	458.8	517.5
1 - Managers, directors and senior officials	821.2	651.6	765.1
2 - Professional occupations	755.0	655.2	703.2
3 - Associate professional and technical occupations	624.7	519.0	582.4
4 - Administrative and secretarial occupations	436.8	384.3	399.6
5 - Skilled trades occupations	486.3	345.3	476.1
6 - Caring, leisure and other service occupations	370.4	325.5	336.7
7 - Sales and customer service occupations	345.0	321.5	331.2
8 - Process, plant and machine operatives	450.0	325.8	436.1
9 - Elementary occupations	360.0	284.5	336.4

UK Office of National Statistics - Annual Survey of Hours and Earnings, 2013 Provisional Results

Policy implementation: gender equality figures

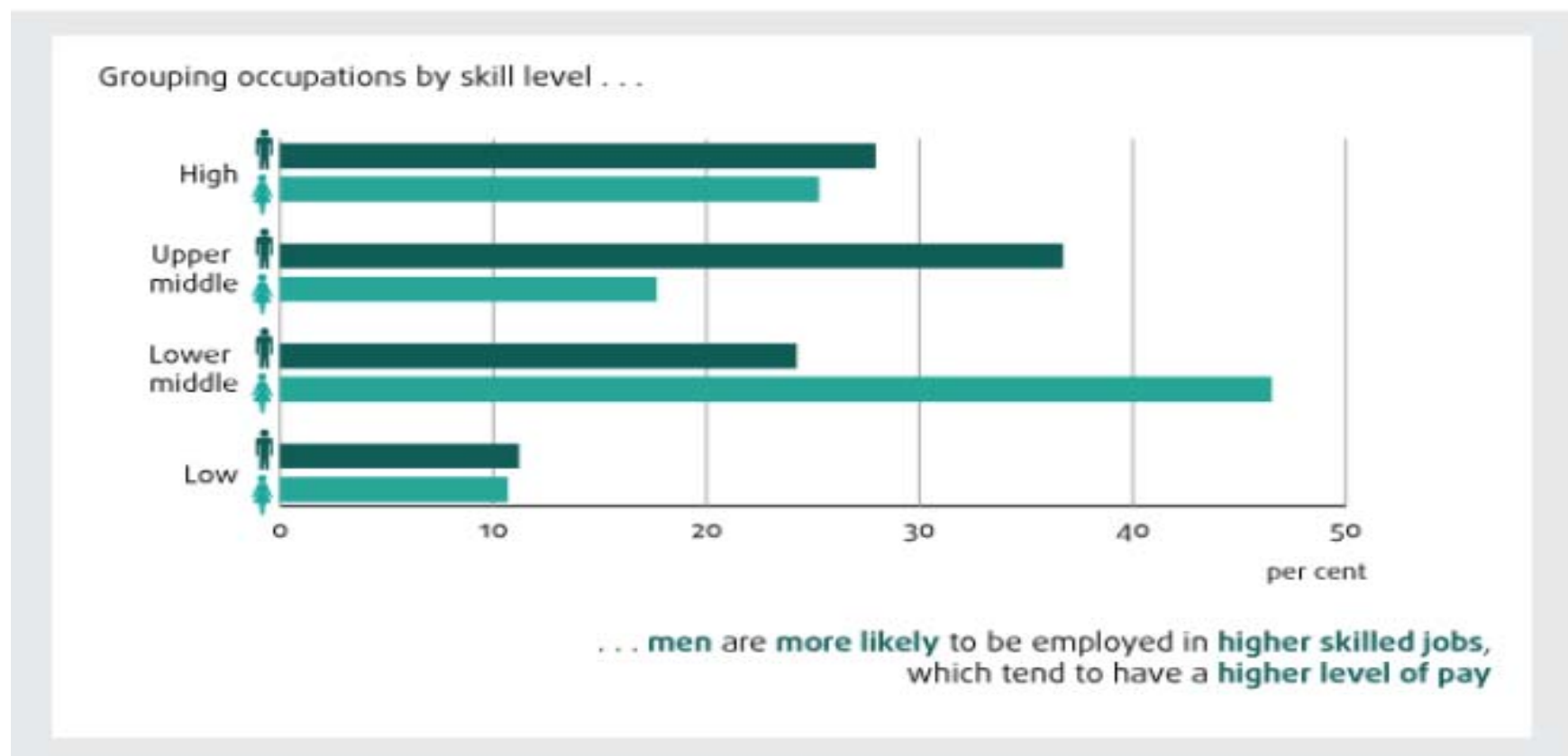
Percentage of Women Directors in FTSE100 companies



Source: Professional Boards Forum Board Watch. Data provided by BoardEx and The Female FTSE Board Report

Policy implementation: gender equality figures

share of working men and women that are in each skill level group



UK Office of National Statistics - Annual Survey of Hours and Earnings, 2013 Provisional Results

Best practices in the UK corporate sector

British Telecom

BT is a UK national telecommunication company with a strong record in promoting diversity on the workplace

Main programmes adopted:

- 21% of the workforce is female. **Women represents the 30% of BT`s board**
- Creation of the **BT Women`s Network**
- **Monitoring pay gaps** and realising pay structures ensuring equal pays per equal values
- **Flexible and remote working policies** and strong investment on teleworking
- Childcare vouchers
- Special **schemes for maternity and paternity**; strong parental leave
- Provision of **assistance in case of disability** or serious illnesses

Best practices in the UK corporate sector

FDM

Fostering the participation of women in the IT industry by:

- **Career seminars** and networking events ('Advantage Sessions'), to inspire and advise women who seek to work in IT
- Selecting '**Female Champions**' from various levels of business to act as role models and promote opportunities for women
- Introducing a '**Buddy Scheme**' where women at FDM can request a female mentor from the business
- Creating a '**Women's Network**' where a panel of staff at all levels discusses internal and external developments
- Sponsoring the ***Computer Clubs for Girls*** project so that female youth can learn more about IT. FDM sponsored the *FDM Everywoman in Technology Awards 2013*, recognising and rewarding role models throughout the sector

Best practices in the UK corporate sector

Morgan Stanley

Work-life programmes addressing the needs of employees incl. physical and emotional health, working parent and family concerns and general needs for increased flexibility. **Some programmes include:**

- Monthly Work-Life Seminars
- Free College Coach Planning Advice and Expertise through College Coach
- Onsite Lactation Rooms and free onsite Lamaze (prepared childbirth technique) classes
- **Parental Leave**
- Adoption Assistance
- **Emergency Backup Childcare** and Eldercare
- Onsite **Health and Fitness Centers** and discounted Gym Memberships
- Flexible Work Arrangement
- Work-Life Intranet and the internal network the ***Women's Business Alliance***

Best practices in the UK corporate sector

Mark & Spencer

Fostering women participation in the retail sector by:

- Running an annual employee engagement survey
- Removing the default retirement and introducing **flexible retirement** (allowing people to take their pension benefits and continue working)
- Introducing the right to request **flexible working** to all employees
- Including gender reporting within the CSR report
- Focusing on health and wellbeing by the '**Plan A Health.com**', an interactive website in addition to a comprehensive breast screening offer for women that focuses on the over 40's, weight loss and exercise challenges
- **Working with charity partners** to provide lone unemployed women with work experience
- Comprehensive **annually pay review** by gender across the business

Best practices in the UK corporate sector

IBM – example of youth/female development schemes

IBM launched in 2008 a **long-term programme** to improve the representation of women on IBM's intern, apprentice and graduate schemes. The programme involves:

- **Mock interviews for selected young girls with mentors** and other company representatives; participation in a variety of individual and group activities and shadow employees
- **Work with schools** to develop a tailored programme of activities
- An **annual event for 120 girls invited to IBM's London office** to learn about the breadth of opportunities and hear from inspirational women at different stages in their careers
- A placement period

Best practices in the UK corporate sector

Transport for London – example of reporting

TfL regularly produces a yearly monitoring report to analyse the characteristics of the workforce. As per 2012 – 2013:

- 22.5% of women in the entire workforce; 21.2% in senior management
- **Mentoring and personalised training for women** with the potential to move to more senior roles
- **Equal pay audit** underlining pay gap between man, women and ethnic minorities
- Yearly **reporting on disciplinary grievance** and harassment case outcomes
- **Single Equality Scheme** to improve travel choices, promote equality and enhance access to transport services and employment for all groups who live and work in London

Best practices in gender equality in the UK

Accenture

Women represent 36% of the total **Accenture** global workforce thanks to:

- **Mentoring programmes**, which pair female leaders with Accenture leadership mentors, including virtual workshops and networking tips to help ensure the advancement of women at Accenture
- A global internal website (**Accenture Women's Network**) that connects women across the company and provides resources to define their vision of success through education, tools and multimedia
- **International Women's Day** is regularly celebrated through activities and events at offices and client sites
- **Research studies** on topics related to women and career, such as *Defining success, Women in Technology, Resilience, Striving for balance*
- 7 training and education programmes to help women **develop as leaders**
- **Employee Resource Groups**, driving initiatives and programmes to support women and help them build strong networks
- **Virtual meetings** held quarterly by region and feature leaders sharing their personal approaches to managing various aspects of their **career journey**

Gender equality at the EU level

Key acts adopted by the EU to promote gender equality at workplace:

- the EU Directive 2000/78/EC,
- the EU Directive 2000/43/EC,
- the EU Directive 2006/54/EC
- the EU Strategy for equality between women and men 2010- 2015;
- the Proposal of a Directive on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures COM(2012) 614 final

The **Proposed Directive** COM(2012) 614 aims to increase the number of women on corporate boards throughout the EU by

a. setting a minimum objective of a **40% presence** of the under-represented sex **among the non-executive directors** of companies listed on stock exchanges

b. requiring companies with a lower share of the under-represented to introduce **gender selection criteria**

EU Directive 2000/78/EC

The **EU Directive 2000/78/EC**:

- Regulates the **conditions of access to employed or self-employed activities** (incl. promotion), vocational training, employment and working conditions (pay and dismissals), and membership of other organisation whose members carry on a particular profession
- Applies both to public and private sector
- Represents the **minimum mandatory framework** of protection
- Applies both to direct and indirect discrimination
- Reinforces the legal instruments** in the Member States

EU Directive 2006/54/EC

The **EU Directive 2006/54/EC**:

- Provides **Community legislation** for equal treatment for men and women in employment and occupation
- Defines **key concepts** (direct discrimination, indirect discrimination, harassment, pay, occupational social security schemes, etc.)
- Contains **provisions to implement the principle of equal treatment for access to employment**, incl. promotion and vocational training, and working conditions incl. pay and occupational social security schemes
- **Prohibits explicitly any discrimination** on grounds of sex with regards to pay, treatment in occupational social security schemes and access to employment, vocational training and promotion, working conditions
- **Obliges Member States to introduce into national legal systems measures** for real and effective compensation or reparation for loss or damage as a result of discrimination on grounds of sex

Gender equality at the EU level

- The **EU Strategy for equality** between women and men is the work programme of the European Commission for gender equality
- The Strategy puts forward **5 priority areas**:
 - lequal **economic independence** for women and men
 - **equal pay** for work of equal value
 - **equality in decision-making**
 - dignity, integrity and ending gender violence
 - promoting **gender equality beyond the EU**
- 22 actions are planned to implement the Strategy

Gender Pay Gap at the EU level

Country	Gender Pay Gap 2011
EU27	16.2
Belgium	10.2
Bulgaria	13
Czech Republic	21
Denmark	16.4
Germany	22.2
Estonia	27.3
Ireland	13.9 (2010)
Greece	22.0 (2008)
Spain	16.2
France	14.7
Italy	5.8
Cyprus	16.4
Latvia	13.6
Lithuania	11.9
Luxembourg	8.7
Hungary	18
Malta	12.9
Netherlands	17.9
Austria	23.7
Poland	4.5
Portugal	12.5
Romania	12.1
Slovenia	2.3
Slovakia	20.5
Finland	18.2
Sweden	15.8
United Kingdom	20.1

Source: Eurostat 2011

List of sources

1. UK Equality Act 2006
2. UK Equality Act 2007
3. UK Equality Gender Equality Duty
4. UK Equality Act 2010
5. UK Equality Strategy – Building a Fairer Britain 2006 –2016
6. UK Strategy “Think, Act, Report”
7. UK Labor Force Survey 2009
8. UK Office of National Statistics - Annual Survey of Hours and Earnings, 2013 Provisional Results
9. EU Council of Europe, The gender pay gap in the Member States of the European Union: quantitative and qualitative indicators, 2009
10. Eurostat 2011

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