

**ANNEX TO THE SIXTH PERIODIC REPORT OF THE UK AND NORTHERN IRELAND**

**ANNEX ONE  
INSTITUTIONS PROMOTING THE ADVANCEMENT OF WOMEN AND GENDER  
EQUALITY**

**EQUAL OPPORTUNITIES COMMISSION**

Since 2003, the Equal Opportunities Commission (EOC), the United Kingdom's statutory gender equality body, has continued to actively promote equality and reduce discrimination in a number of ways, as follows:

**(i) Through supporting strategic legal cases and appeals**

**Igen Ltd v Ms Kay Wong (2005)**, where the EOC co-ordinated a joint intervention with the Disability Rights Commission and the Commission on Racial Equality at the UK's Court of Appeal. This led to guidelines being approved on the burden of proof which are valuable in all future discrimination cases.  
**Cadman v HSE (2006)**, where the EOC intervened at the European Court of Justice to establish that employers do have to provide justification for length of service pay differentials and the extent of any such difference in pay based on length of service.  
**Alabaster v Woolwich Building Society (2005)** in which the European Court of Justice ruled that

The formal investigation was suspended almost immediately on agreed terms after the MoD proposed an initial Action Plan to deal with sexual harassment. Phase I (till January 2006) was a diagnostic and data gathering stage, reviewed by MoD, which then presented the EOC with a proposal for further work.

committed the MoD to delivering real improvements for service personnel, including increased confidence in the complaints system and a reduction in the number of women reporting that unwanted behaviour of a sexual nature had been targeted at them. The EOC is now working with the MoD to

- the majority of women take little or no action to assert their rights. Around 3% of those who lose their job attempt to seek financial compensation for their dismissal at an Employment Tribunal. Less than one in 20 seek advice;
- unfair treatment at work during pregnancy reduces labour market attachment;
- all women of childbearing age are potentially affected. More research is needed but there is

associated evidence that many employees think that if they are dismissed during pregnancy they will be able to claim compensation from their employer.

*increasingly widely available, though research suggests that, while many firms have policies for flexible work (often confined to part-time working), they are little used as requests for flexible and part-time work and are widely perceived, particularly in the private sector, as career death. There remains much to do in the UK to change working cultures to enable both women and men to combine work and family responsibilities.*

**Investigation into the Transformation of Work**

This work has been developed further in the EOC's Transformation of Work GFI, begun in late 2005. In

its most extensive and innovative investigation to date, the EOC is looking at the challenges of...

- the final report, (published in March 2007), included policy recommendations to government and business designed to close the clear gaps ethnic minority women face in labour market participation, unemployment, progression, pay and segregation. The EOC hopes the CEHR will continue to press government and business to deal with this multiple discrimination.

***Challenge to Government and employers from final report:***

The final report (published in March 2007) suggested 4 practical policy "packages" to take 4 challenges forward:

- employer engagement package to develop cultural intelligence in the workplace;
- improved careers advice and guidance for young ethnic minority people;
- a New Deal for families (targeting Pakistani and Bangladeshi women outside the labour market) to improve support for working parents and carers;
- a local solutions package – research plus good practice targeting City strategy pilots, local strategic partnerships etc - to ensure joined up policy making.

It also recommended that the new Commission for Equality and Human Rights should audit the position in three years time, using indicators against each of the five employment gaps identified by the EOC, to check on progress.

**(iv) Through pressing government in its own programme of work**

***Pensions***

The EOC has worked closely with government to highlight the mismatch of current state pension arrangements with women's lives in the 21<sup>st</sup> century. It has achieved this through building and maintaining a wide ranging coalition of employer, union and voluntary bodies to help ensure that the government's welcome planned legislative reforms will deliver significantly better pensions for women based on their more varied patterns of work and caring.

***Work and Families Act***

Similarly, in the welcome Work and Families Act 2006, the EOC worked with government to build support for improvements in paid maternity leave, more flexible work rights and, based on some of the CEHR recommendations, to improve leadership opportunities for ethnic minority women in the public sector.

**Overview of the work of the CRE**

The CRE is charged with three duties under the Race Relations Act 1976 as amended :

- working towards the elimination of racial discrimination;

- groups generally;
- keeping under review the working of the Act.

Under the Race Relations (Amendment) Act 2000, which came into effect on 2 April 2000, listed public authorities are subject to a general statutory duty to ensure that in carrying out their functions they have due regard to the need to:

- a) eliminate unlawful racial discrimination
- b) promote equality of opportunity between different racial groups

- We would recommend that that a single statutory definition of domestic violence be adopted, as the definition of domestic violence will inform the legislative and non-legislative work of the

- we recommend signing, ratification and implementation in UK law of the following instruments:
  - Council's of Europe Convention on Action against trafficking in Human Beings;
  - EU directive on residence permits for third country victims of trafficking;
  - ILO Convention 143 on Migrant Workers and UN Convention on the Protection of Rights of all migrant workers and their families;
- ensure that the action plan considers links between trafficking and migration, as well as related

these issues;

- we recommend further collaboration with the European Union on its efforts to combat



**DISABILITY RIGHTS COMMISSION**

The Disability Rights Commission (DRC) was established by the Disability Rights Commission Act

1999 (DRC Act), and started operating in April 2000. Since 2003, the Commission's activity has included the preparation of new Codes of Practice to take account of new rights for disabled people introduced under the amended Disability Discrimination Act 1995 i.e. the DDA 2005; conducting formal investigations into the accessibility of websites; and the health inequalities faced by people with learning difficulties and mental health problems.

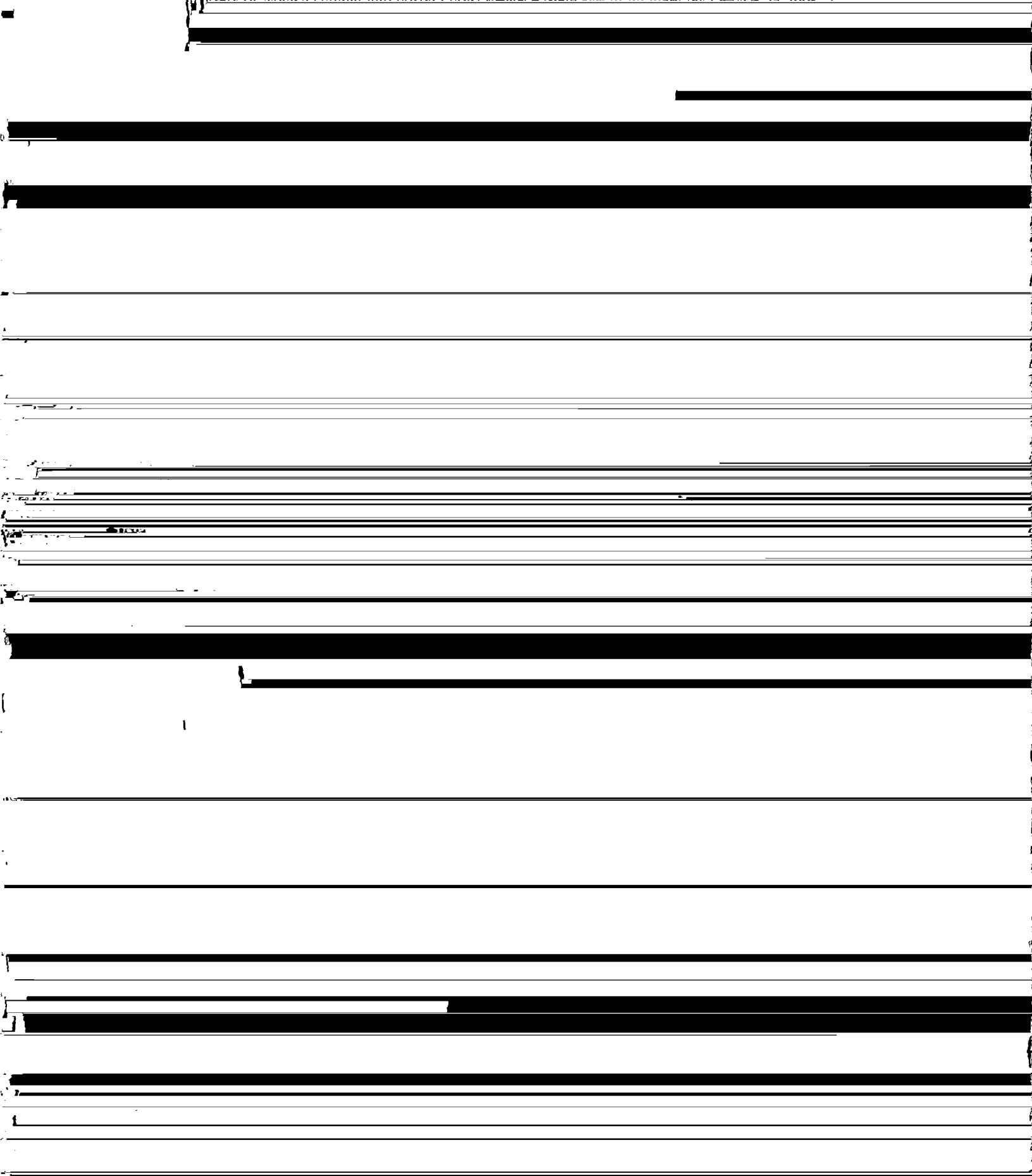
The Commission has recently revised its post-16 Code of Practice for duties under part IV of the DDA and the associated guidance in December 2007.

It also published its Disability Agenda in February 2007 setting out the priorities for action to significantly improve disabled people's life chances. The Agenda will form part of the DRC's legacy

**ARTICLE 2**

**Women offenders**

During 2005, the most common offence for which women were received was theft and handling, and the majority of women coming into prison (74%) received sentences of no more than a year. In 2005, 29%



## Resettlement

Key issues for the effective resettlement of women prisoners are family ties, housing, health and drug

issues and training and employment. The arrangements for the release of prisoners on temporary licence recognises the needs of primary carers in a number of respects, for example allowing temporary release for sole parents to maintain their relationship with their children.

### Addressing criminogenic need among women in prison

Current research into criminogenic risk factors, (ie factors likely to increase the risk of offending) suggests that although there is some overlap between male and female offenders, there are factors solely associated with women. There are also gender specific pathways to offending in which the same factors play a different function. The research suggests that there are static "baseline" factors such as age, and

However, there are a number of "dynamic" factors which may act as a trigger for this baseline risk. These include level of emotional and personal functioning, history of abuse and drug use. Research also suggests that interventions for women should adopt an integrated approach that takes into account the interrelationships between these risk factors.

### Programmes to address risk factors

with Women in Prison.” for Women Prisoners, published July 2006.

### ARTICLE 3

#### **MINORITY ETHNIC WOMEN IN THE UK**

There are around 2.3 million ethnic minority women and 2.3 million ethnic minority men in the UK. Ethnic minorities are on average younger than the white population, the difference in average age being particularly large for those people of mixed ethnic origin.

According to the latest Census data, 92% of both men and women in the UK are white. Asian and Asian British women and men form the largest ethnic minority group.

#### **Minority Ethnic Women in the Labour Market** (all statistics from *Labour Force Survey 2006*)

Employment rates for ethnic minorities are generally lower than those for whites. However, on recent trends, the ethnic minorities employment rates have improved. This is particularly true for women.

likely to be employed than men.

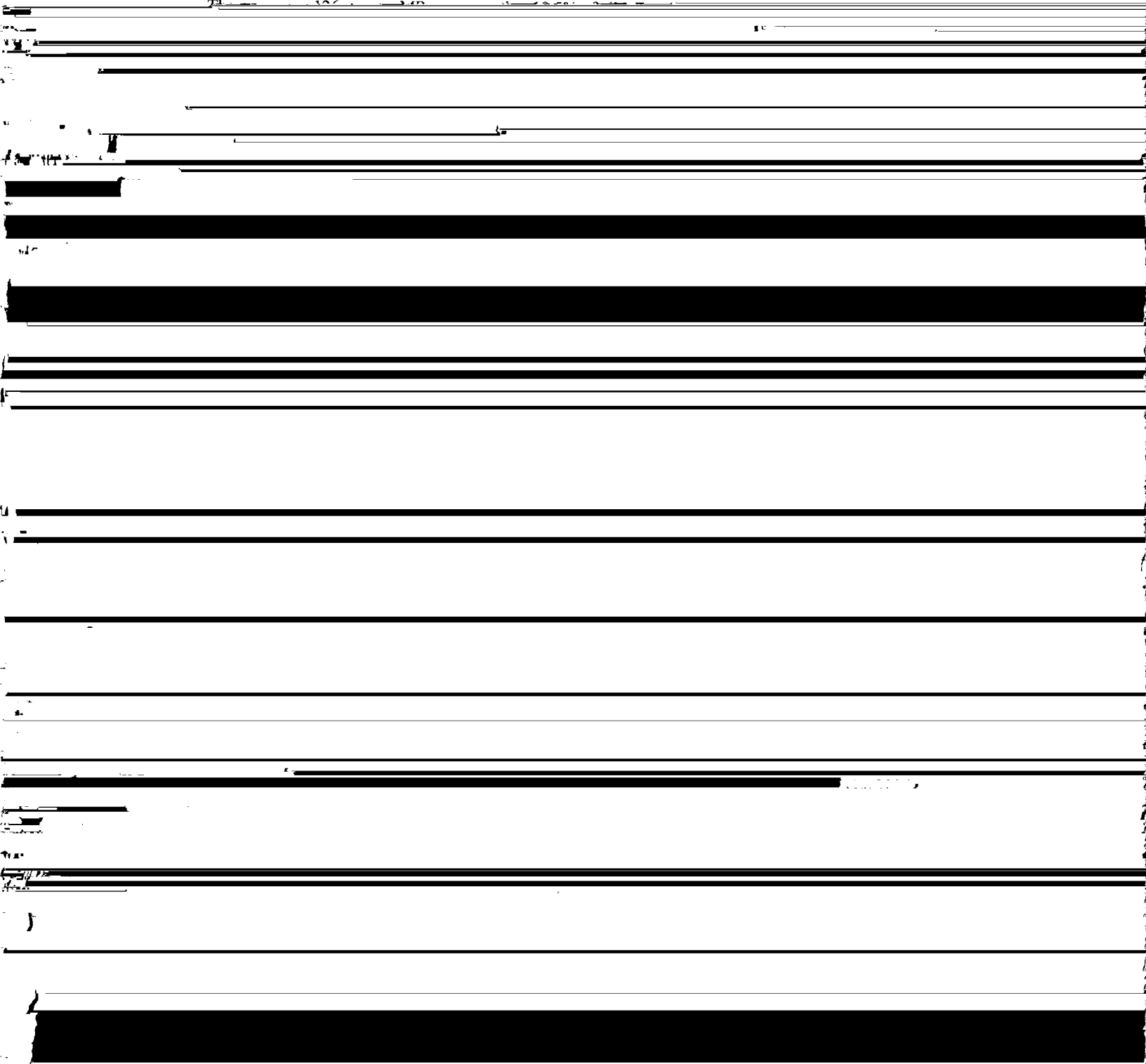
Employment rates for the population overall for the 2<sup>nd</sup> quarter of 2006 was 74.4%. In the 2<sup>nd</sup> quarter of 2006 the employment rates for ethnic minorities (all groups) was 60.6%. For female ethnic minorities the employment rate was 51.4%.

Women are much more likely than men to work part-time and this holds for all ethnic groups. The proportion of ethnic minority women working part-time is slightly lower (apart from Pakistani and Bangladeshi women) than that of white women. This indicates that although their employment rates are

At 31 March 2006, almost 3,000 public appointments were made by Communities and Local Government. 34.6% were held by women, 6.2% by members of minority ethnic groups and 5.2% by disabled people (*Communities and Local Government*).

In business, only four Directorships in FTSE100 companies are held by women from an ethnic minority background (*Equal Opportunities Commission (2006), Sex and Power who runs Britain? 2006*).

**Minority Ethnic Women in Political Life**



<b>Female representation in Higher Education for 2004/05</b>	
<b>Subject Area</b>	<b>Female Representation</b>
Subjects allied to medicine	82.7%
Veterinary science	72.3%
Biological sciences	64.1%
Agriculture & related subjects	59.5%
Medicine & dentistry	57.6%
Physical sciences	41%
Mathematical sciences	38.2%
Architecture, building & planning Architecture	31.1%
Computer science	24%
Engineering & technology	15.4%

Source: Higher Education Statistics Agency

## ARTICLE 7 – WOMEN IN PUBLIC LIFE

### 7.1 Public appointments held by women in the UK between 1992 and 2006

	1992	1997	2001	2006
Total number of public appointments	41,011	38,083	29,499	21,103
Number of appointments held by women	10,701 (26%)	12,010 (32%)	9,940 (34%)	7,484 (35.5%)

Source: Public Bodies, Cabinet Office

### 7.2 Public appointments held by ethnic minority women in the UK between 1992 and 2006

	1992	1997	2001	2006
Appointments held by people from ethnic minority backgrounds	802 (2%)	1,377 (3.6%)	1,411 (4.8%)	1,251 (5.9%)
Number held by ethnic minority women	158 (20%)	430 (31%)	539 (38%)	489 (39%)

Source: Public Bodies, Cabinet Office

**ARTICLE 8 – WOMEN'S ROLE IN DEFENCE**

**Representation of women in the UK Armed Forces as at April 2003-April 2006**

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**Intake\* from Civilian Life to UK Regular Forces\*\* by Gender**

	Total	OFFICERS		OTHER RANKS	
		Total	Females	Total	Females
<b>All Services</b>					
1 April 2003	26,350	1,850	380 (20.5%)	24,500	2,890 (11.7%)
1 April 2004	23,540	1,800	350 (19.4%)	21,730	2,370 (10.9%)
1 April 2005	17,590	1,450	300 (20.6%)	16,140	1,600 (9.9%)
1 April 2006	18,150	1,520	290 (19.0%)	16,630	1,450 (8.7%)
<b>Naval Services</b>					
1 April 2003	5,000	100	50	4,900	1,000

**ARTICLE 9 - NATIONALITY**

**Asylum Policy Instruction on gender issues (API)**

The UK has taken steps to eliminate discrimination against women in the asylum determination process. The traditional model of refugees as political dissidents seeking protection from their own national authorities can be unhelpful in the determination of modern refugee cases. In particular, it does not

**ARTICLE 10 – EDUCATION**

**10.1 Examination achievements of pupils in their last year of compulsory education in the UK, 2000/01 and 2004/05**

Percentage with:	GIRLS		BOYS	
	2000/01	2004/05	2000/01	2004/05
5 or more GCSE grades A*-C <sup>1</sup>	56.5	62.1	45.7	52.1
1-4 GCSE grades A*-C <sup>1</sup>	23.6	21.4	24.6	22.8
GCSE grades D-G <sup>1,2</sup> only	15.5	14.2	23.1	21.4
No graded results	4.4	2.3	6.5	3.7

**10.3 Women as a proportion of all students in full and part-time higher education courses in the UK: 1990/91 and 2004/05 (in %)**

Subject group <sup>1</sup>	1990/91	2004/05
Medicine & Dentistry	46%	50%

**ARTICLE 12**

**Sickle cell anaemia and Thalassaemia**

The *NHS Plan* set out the Government's commitment to introduce by 2004 a new and effective service for

- the new Healthy Start scheme, which promotes breastfeeding, provides, for the first time, equal benefits to both breastfeeding and bottle-feeding mothers

**Contraception**

Approximately 4 million people use contraception services each year. In 2005/06 1.2 million women and 102,000 men made about 2.6 million attendances at National Health Service community contraception clinics

2. Source: The Information Centre KT31 return (data are for 12 months commencing 1 April).
3. Source: IC-PRES Prescription cost analysis.
4. Source: Community - prescription based data Clinics - KT31 data

5. Source: Vasectomies at outpatient and community clinics: from KT31; all other data from Hospital Episode Statistics, crossed for both coverage and universe (invalidd clinical data except 2001 and 2002)



showed that this approach contributed to a 55% drop in the incidence of intimate partner violence, a key

an outreach programme that empowers sex workers and their children to demand their rights for basic health and HIV services. It also raises awareness of the discrimination they face among civil society, local government and other service providers. The programme started in April 2004 and runs for 5 years.

**Chlamydia screening**

The public health White Paper, *Choosing Health; making healthy choices easier* published in 2004, established a new programme over three years, to modernise and transform sexual health services. It made chlamydia

Source: Office of National Statistics (ONS): Results from the 2005 General Household Survey

Percentage of respondents who are...

100%

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reducing smoking prevalence rates and associated health inequalities. Other Government actions

included media campaign targeting relevant ethnic minorities with dedicated helpline offering

counselling and support; as well as support for local initiatives to increase awareness of the risks associated with smoking and, if appropriate to the audience, tobacco chewing.

**Prevalence of use of tobacco products by ethnic minorities**

	Black Caribbean	Black African	Indian	Pakistani	Bangladeshi	Chinese	Irish	General population
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**Progress on each of the priorities is as follows:**

**Safety in acute inpatient services**

The National Patient Safety Agency (NPSA) report "*With safety in mind: mental health services and patient safety*" was published in July 2006. The report contained a section on sexual safety that reported over 100

reporting. This work followed the Kerr-Haslam report in July 2005 and together they indicate that sexual safety is still a significant concern for women in mental health services, particularly inpatient settings. In November 2006 Professor Louis Appleby announced £30m capital monies to be made available next spring for improvements to inpatient areas.

**Member of the Sexual Safety Group**

The Gender Equality and Women's Mental Health (GE&WMH) programme is a member of the Department of Health (DH) Sexual Safety group set up in response to the findings of the NPSA report. The group membership covers learning disability and older people as well as mental health experts. The group will set standards for trusts to achieve, including training, operational policy, incident reporting and governance, plus key messages for commissioners. The group will also set criteria for the capital bids.

The programme has advised the Health Service Commissioning Board (HSCB) on the

The Gender Equality and Women's Mental Health programme convened a joint meeting in September 2006 between national and regional leads for race and gender equality. A joint action plan was agreed:

- to scope the extent of current activity specifically relating to Black and Minority Ethnic (BME) women;

inclusion within Memorandum of Understanding;

- to prioritise advocacy as the number one area for joint development and raise as a method of delivering

Teenage Conceptions and Pregnancy Levels – England

Under-16 and Under 18 Conceptions, England, 1998-2004

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**ARTICLE 13 – SOCIAL AND ECONOMIC BENEFITS**

The Government set up the Pensions Commission in 2002 to look at ways of reforming the pensions system, following which the Government introduced the Pensions Bill.

**Improving State Pension coverage**

The Government believes that pension reform will improve State Pension coverage in a number of ways. It will introduce a simplified single contribution condition for those reaching State Pension age from 2010 based on reducing the number of qualifying years needed for a full basic State Pension to 30, and where the current first contribution condition and 25% de minimis rule<sup>4</sup> no longer apply. It will make it

**Minimum guarantee increases in line with earnings**

The standard minimum guarantee in Pension Credit will continue to increase in line with earnings for the

pensioners would be entitled to Pension Credit by 2050 compared with around 30% of pensioners under the reforms. Under the reforms, by 2020 around 12% of pensioner households will be entitled to the guarantee credit only, reducing to around 9% of households in 2030 and around 6% in 2050. About half of those eligible for Pension Credit in 2050 will be entitled to higher rates than the standard minimum guarantee because they have additional needs, for example due to severe disability or caring responsibilities. Around two thirds of those eligible for Pension Credit by 2050 will be single women. However the majority of women and men reaching State Pension age by this time will be entitled to state pensions in excess of the standard minimum guarantee, with women gaining State Pension entitlement from both paid work and caring contributions.

**Looking at overall outcomes from the reforms**

Overall, the reforms will help to reduce the gender pension gap in state pension outcomes. Women working State Pension age currently receive, on average, less than 90% of the State Pension that



ARTICLE 15

15.1 Men and women in the judiciary in England and Wales, 2004 and 2006

	2004 (as at 01/04/04)			2006 (as at 01/04/06)		
	Total	Women	% Women	Total	Women	% Women
Lords of Appeal in Ordinary	12	1	8.3%	12	1	8.3%
Heads of Division (excl Ld Chancellor)	4	1	25.0%	3	0	0.0%
Lord Justices	37	2	5.4%	37	3	8.1%

**ARTICLE 15**  
**15.2 Table of Legal Aid Certificates issued**

No.	Name	Address	Occupation	Income	Assets	Liabilities	Remarks
1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]