



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **Context Study United Kingdom**

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## DATA TO BE COLLECTED

### DEFICIENCIES, DEVIATIONS AND INCONSISTENCIES IN EU AND MEMBER STATE'S GENDER+ EQUALITY POLICIES

#### 1. 'Deficiencies, deviations and inconsistencies in EU and Member State's gender+ equality laws'

1.1 Please summarise the key developments, with dates, in gender equality law as provided by the governmental gender equality unit, i.e. list the legislation that the gender equality unit (or equivalent governmental body) name as gender+ equality legislation.. If important legislation seem to have been omitted by the authority, please comment on this.

<u>Legislation</u>	<u>Year</u>	<u>Main provision(s)</u>
Equal pay act	1970	Equal Pay for men and women for equal job
Sex discrimination act	1975	Employment, equal pay & conditions (EU dir)
Sex discrimination reg.	1999	Gender reassignment, transsexuals protected against discrimination
Sex discrimination act (election of candidates)	2002	Parties allowed to use positive action measures
Sexual offences act	2003	Creates new offences, includes trafficking
Employment Equality Act (sexual orientation.)	2003	Prohibits discrimination on grounds of sex orientation.
Domestic violence act	2004	Non molestation order breach a criminal offence Common assault arrestable offence, police no longer need a warrant DV homicide reviews Same sex cohabiting couples rights
Civil partnership act	2004	Civil partners' rights similar to married couples, exception in survivors pensions
Gender recognition act	2004	Gender reassignment regulated and rights in parenthood, social security benefits etc.
The Employment Equality (Sex Disc.) Regulations	2005	Implements EU Dir 2002/73
Work & families act	2006	Changes maternity leave, paternity leave, parental leave and regulates pay
Equality Act	2006	Establishes Commission for Equality and Human Rights, discrimination in goods & services, gender duty on public bodies
Work & Families act	2006	parental leave & pay, flexible working hours

#### 1.2 EU Directives<sup>1</sup> and Member State Law: Comparisons and Struggles

Are all aspects of EU Directives and aquis on gender equality fully integrated into national law? If some aspects are not fully transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome? **Please fill in one table for each issue/policy listed in 1.2.1 (example provided).**

<sup>1</sup> Directives: [http://ec.europa.eu/employment\\_social/gender\\_equality/legislation/legalacts\\_en.html](http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html).

ECJ cases: [http://ec.europa.eu/employment\\_social/gender\\_equality/legislation/case\\_law\\_en.html](http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html); More info on transposition: [http://ec.europa.eu/employment\\_social/fundamental\\_rights/policy/aneval/legnet\\_en.htm#comp](http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp)).

## 1.2 EU Policy and Member State Law: Comparisons and Struggles <sup>2</sup>

### Have there been disputes in your country over significant parts of EU Directives on gender?

Are there significant parts of EU Directives on gender equality that have not been implemented into national law? If some aspects are not transposed, what are they? Have there been disputes (1995-2007) between the EU and the country over transposition? Or within the country over this process? Or where local/national groups have gone direct to the EU? If so, what is the location of the dispute (e.g. intervention by Commission, Court of Justice; national court)? What was the outcome?

All these questions are very difficult to answer exactly, because the transposition process is so complex. EU Directives are transposed into member state legislation in very different ways using different procedures and different terminology and legal frames too. The aim is to collect all the information that is available already for your country in the table below, using secondary literature.

**Please fill in one table for each significant issue,**

**Please consider the following examples: include if relevant; omit if not; add any others that are relevant in your country. Examples:** equal pay & equal treatment; sexual harassment & discrimination; equality bodies; civil society involvement; parental leave and the organisation of working time (example provided).<sup>3</sup>

Issue	Equal Pay & Equal Treatment
Has law been passed or changed prior to the Directive	Equal pay 1970 (prior to joining the EU in 1973) came into force 1975 Sex Discrimination Act (SDA)
Legislation transposing Directive	1970 Equal Pay Act (into force 1975)
Does the country claim to have transposed the Directive?	YES – the 1970 & 2000 equalities directives.
Significant provisions that are mentioned by experts or political actors as not being transposed	Late with 'jobs of equal value' – but is transposed now
Important differences between law and Directive now?	Similar now. However the 1975 SDA already applied to goods & services Questionable whether gender mainstreaming is fully in UK legislation. Transposition although deadline is not until 2009.
What is claimed to be better in law and since when?	Disability included 1995 Transsexuals and gender reassigned included in 1999, fully by 2004
Content of dispute(s) + date	1981 European Court of Justice (ECJ) ruling on the Commission vs the UK government on equal pay equal value versus the British government forced the UK to change legislation and implement equal pay for equal value. 1993 ECJ declared that the UK ceiling for compensation in sex discrimination claims is unlawful. For the first time individuals could get full compensation for discrimination. Trade union reported to Commission who took the UK to court. 2004: A reference for a preliminary ruling was made to the ECJ regarding UK legislation on transsexual partner's right to survivor's pension. The preliminary ruling was that the transsexual partner had a right to survivor's pension and this is now complied with in UK law.

<sup>2</sup> Directives: [http://ec.europa.eu/employment\\_social/gender\\_equality/legislation/legalacts\\_en.html](http://ec.europa.eu/employment_social/gender_equality/legislation/legalacts_en.html).

ECJ cases: [http://ec.europa.eu/employment\\_social/gender\\_equality/legislation/case\\_law\\_en.html](http://ec.europa.eu/employment_social/gender_equality/legislation/case_law_en.html); More info on transposition: [http://ec.europa.eu/employment\\_social/fundamental\\_rights/policy/aneval/legnet\\_en.htm#comp](http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/legnet_en.htm#comp).

<sup>3</sup> Other gender+ equality related directives you might want to consider include: Directive 75/117/EEC on the principle of equal pay for men and women; Directive 79/7/EEC on the principle of equal treatment for men and women in social security; Directive 86/378/EEC on principle of equal treatment for men and women in occupational social security schemes; Directive 86/613/EEC on equal treatment between self employed men and women; Directive 92/85/EEC on the safety and health at work of pregnant workers and workers; Directive 97/80/EC on the burden of proof in cases of discrimination based on sex; Directive 2000/78 on equal treatment in employment and occupation.

	There have been several disputes over equal pay and equal treatment between the European Commission and the UK government, and between individual men and women vs. the UK government using ECJ. The disputes rarely go to court however, but are sent to the ECJ for preliminary rulings which are then being followed by the UK.
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	2004: sexuality, civil partnerships
<b>Parties to the dispute</b>	1993: Trade Unions + Commission vs UK government. 2004: Individual vs National Health Service – preliminary ruling by the ECJ
<b>Location or arena</b>	1993: European Court of Justice 2004: ECJ
<b>Outcome of the dispute</b>	1993: UK lost in ECJ. 2004: ECJ preliminary ruling in favour of individual, against NHS/UK
<b>Civil society engagement</b>	2004: Stonewall, Fawcett
<b>Other notes</b>	

<b>Issue</b>	<b>Sexual harassment/discrimination<sup>4</sup></b>
<b>Has law been passed or changed prior to the Directive</b>	YES
<b>Legislation transposing Directive</b>	Employment Equality (Sex Discrimination) Regulations 2005 which amended the Sex Discrimination Act 1975 to fully implement Directive
<b>Does the country claim to have transposed the Directive?</b>	YES
<b>Significant provisions that are mentioned by experts or political actors as not being transposed</b>	
<b>Important differences between law and Directive now?</b>	YES
<b>What is claimed to be better in law and since when?</b>	From 6 April 2007 all public authorities must demonstrate that they are promoting equality for women and men and that they are eliminating sexual discrimination and Sexual harassment. I.e. a positive duty on public bodies to promote gender equality.
<b>Content of dispute(s) + date</b>	The former Equal Opportunities Commission (EOC) brought judicial review proceedings against the Government in relation to some of the provisions of the Employment Equality (Sex Discrimination) Regulations 2005 which amended the Sex Discrimination Act 1975 to implement the Equal Treatment (Amendment) Directive. The judicial review was heard on 27-28 February 2007. The judgment of the Court handed down on 12 March 2007 require the government to make some amendments to provisions in the Sex Discrimination Act 1975 on pregnancy and maternity leave discrimination and harassment
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	
<b>Parties to the dispute</b>	National: EOC, Government
<b>Location</b>	National

<sup>4</sup> Women % Equality Unit Sex Discrimination Archive: <http://www.womenandequalityunit.gov.uk/legislation/archive.htm>

<b>Outcome of the dispute</b>	Sex Discrimination Act 1975 (Amendment) Regulations 2008 will make necessary changes to the Sex Discrimination Act. They have been laid before Parliament and will come into effect on 6 April 2008. The changes that the Government is required to make to the exception in the Sex Discrimination Act relating to terms and conditions during maternity leave will apply to employees whose expected week of childbirth begins on or after 5 October 2008.
<b>Civil society engagement</b>	Civil society/women's NGOs have been very engaged in this process.
<b>Other notes</b>	Equal Opportunities Commission driving force

<b>Issue</b>	<b>Equality Bodies</b>
<b>Prior to Directive</b>	Yes, Equal Opportunities Commission established by the 1975 Sex Discrimination Act.
<b>Legislation transposing Directive</b>	Not necessary.
<b>Fully transposed</b>	Yes
<b>Provisions not transposed</b>	-
<b>Is leg. better than Directive</b>	Yes.
<b>Better how and since when?</b>	Has a duty to actively promote gender equality (2006). Civil Society dialogue is institutionalised by the Women's National Commission, i.e. an equalities body facilitating and promoting civil society dialogue. 2002 Directive requires member states to encourage dialogue. Equalities bodies for other inequality grounds prior to the EU 2000 Directives on Race and Multiple discrimination required an equality body. (Race body in 1976, Disability body in 2000). Race equality duty on public bodies (to promote race equality) 2000 Disability Equality Duty on public bodies 2005
<b>Content of dispute(s) + date</b>	No legal dispute, but opposition to merging from the existing commissions (gender, race & disability). Also from civil society groups, for instance NAWO in UK, and from EWL on European level
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	On 1 October 2007 a Single Equality Body was established which merged all inequality grounds (gender, race/ethnicity, disability, age, sexual orientation) into one single body, the Equality and Human Rights Commission.
<b>Parties to the dispute</b>	-
<b>Location or arena</b>	-
<b>Outcome of the dispute</b>	-
<b>Civil society engagement</b>	Yes, opposition to merging equalities.
<b>Other notes</b>	Gender duty on all public bodies from April 2007.

<b>Issue</b>	<b>Parental Leave</b>
<b>Has law been passed or changed prior to the Directive</b>	No
<b>Legislation transposing Directive</b>	1999 Maternity and Parental Leave Act 2002 Employment Act
<b>Does the country claim to have transposed the Directive?</b>	Yes, after EU intervention

<b>Significant provisions that are mentioned by experts or political actors as not being transposed</b>	NO
<b>What is claimed to be better in law and since when?</b>	Parental leave is partly paid 1 week paternity (employer can reclaim pay from government) Longer parental leave then required by Dir. 2002. (Dir=3 months, UK=13weeks) (2002 & 2006) <sup>5</sup>
<b>Content of dispute(s) + date</b>	The UK introduced a cut off date (same as transposition deadline) for parental leave, Parents giving birth prior to that date were not included under the new parental leave regulations. There is no cut off provision in the Directive. Dispute from 1999 to 2002.  Equal Opportunities Commission (EOC) brought judicial review proceedings against the Government in relation to some of the provisions of the Employment Equality (Sex Discrimination) Regulations 2005 which amended the Sex Discrimination Act 1975 to implement the Equal Treatment (Amendment) Directive. The judicial review was heard on 27-28 February 2007. The judgment of the Court handed down on 12 March 2007 require the government to make some amendments to provisions in the Sex Discrimination Act 1975 on pregnancy and maternity leave discrimination and harassment.
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	Class, gender
<b>Parties to the dispute</b>	The European Commission challenged the UK government, after complaint from filed by UK Trade Union Congress on the same date as legislation came into force.
<b>Location or arena</b>	European Commission intervention – official letter requiring the UK to remove the cut off date. The UK complied to the Commission only under the threat of going to European Court of Justice (ECJ)
<b>Outcome of the dispute</b>	It was settled prior to ECJ ruling. UK complied, Trade Union won 2002
<b>Civil society engagement</b>	Trade unions + women's org. Trade union congress took legal actions against the UK government by filing a complaint to the European Commission. End result was that the UK complied with the directive by removing cut off date – prior to ECJ ruling. Women's organisation on trade union's side
<b>Other notes</b>	UK conservative government had opted out of social policy procedure of Treaty of Maastricht and the directive did not apply to the UK when first approved by the European Council. Labour changed this after 1997. <sup>6</sup> Deadline for UK transposition was therefore different from other EC member states, 5/12-99

<b>Issue</b>	<b>Organisation of working time (working time directive and part-time work)</b>
<b>Has law been passed or changed prior to the Directive</b>	No
<b>Legislation transposing Directive</b>	1998 Working Time Regulations 2000 Part-time Workers Regulations

<sup>5</sup> The Maternity and Parental Leave (Amendment) Regulations 2002 <http://www.opsi.gov.uk/si/si2002/20022789.htm> & Work and Families Act 2006,

<sup>6</sup> Directive 97/75/EC extends the scope of Directive 96/34/EC to the United Kingdom

<b>Does the country claim to have transposed the Directive?</b>	No
<b>Significant provisions that are mentioned by experts or political actors as not being transposed</b>	Amount of working hours. Longer in UK than EU
<b>Important differences between law and Directive now?</b>	Number of allowed working hours – longer in the UK than what Directive allows.
<b>What is claimed to be better in law and since when?</b>	Nothing
<b>Content of dispute(s) + date</b>	In 1998 – Directive on Part Time Work extended to UK with Labour government agreement to abandon the previous administration's opt-out from the Maastricht treaty on Social Policy. One of main continuing disputes concerns the retention of the 'opt-out' in UK, allowing individuals to opt-out of the 48 hour maximum working week. The Directive originally contained a provision that the weekly rest period should in principle include Sunday. This provision was annulled by the ECJ in Case C-84/94 United Kingdom of Great Britain and Northern Ireland v Council of the European Union. ECR 1996 I-5755
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	Class
<b>Parties to the dispute</b>	Trade Union Congress, and employers' organisations (CBI)
<b>Location or arena</b>	-
<b>Outcome of the dispute</b>	Not settled
<b>Civil society engagement</b>	Trade unions via the TUC
<b>Other notes</b>	UK conservative government had opted out of the social policy procedure of Maastricht, Labour government is still negotiating/disputing the EU on this matter in order not to be forced to implement maximum of 48 hours per week Commission say that the United Kingdom, alongside four other MS (Portugal, Germany, Sweden and Ireland) took advantage of the opportunity to draft new and specific legislation concerning part-time work with a view to encouraging its promotion. <sup>7</sup>

<b>Issue</b>	<b>The Gender Directive (2004/113/EC)</b>
<b>Has law been passed or changed prior to the Directive</b>	YES
<b>Legislation transposing Directive</b>	The Sex Discrimination Act 1975 applies to the provision of goods, facilities and services
<b>Does the country claim to have transposed the Directive?</b>	No – Not fully
<b>Significant provisions that are mentioned by experts or political actors as not being transposed</b>	Extend protection from discrimination on grounds of gender reassignment to the provision of goods, facilities and services. Make explicit that sexual harassment, sex harassment and gender reassignment harassment in access to and the provision of goods, facilities, services or premises unlawful.

<sup>7</sup> [http://ec.europa.eu/employment\\_social/labour\\_law/docs/06\\_parttime\\_implreport\\_en.pdf](http://ec.europa.eu/employment_social/labour_law/docs/06_parttime_implreport_en.pdf)

	Make explicit that less favourable treatment on the ground of a women's pregnancy or maternity in the provision of goods and services is unlawful. In relation to financial and insurance products, make clear that where there are proportionate differences in an individual's premiums and benefits as a result of sex being a determinant factor in risk assessment, then these differences must be based on relevant and accurate data, and this data must be compiled, published and regularly updated
<b>Important differences between law and Directive now?</b>	
<b>What is claimed to be better in law and since when?</b>	Positive Gender Duty
<b>Content of dispute(s) + date</b>	
<b>Has any other inequality been part of the transposition disputes? Which inequality axis?</b>	Not transposed yet
<b>Parties to the dispute</b>	
<b>Location or arena</b>	National so far, but coming from the EU
<b>Outcome of the dispute</b>	
<b>Civil society engagement</b>	
<b>Other notes</b>	Public consultation on the proposed amendments ended 4 September 2007. 'A Framework for Fairness: Proposals for a Single Equality Bill for Great Britain.' <sup>8</sup> (Annex B sets out the proposals to implement the Gender Directive). The Government will implement the Directive by regulations under the European Communities Act 1972. Following the Government's decision that laying draft United Kingdom-wide Regulations is the most effective way of ensuring that the United Kingdom meets its European obligations under the Gender Directive, draft Sex Discrimination (Amendment of Legislation) Regulations 2008 were laid before Parliament on 6 March. They replace the draft Sex Discrimination Act 1975 (Amendment) Regulations 2007 that were laid before Parliament on 28 November 2007 which would have given effect to the EU Gender Directive in Great Britain only. The Regulations are expected to be debated in Parliament and the intention is that, subject to approval by both Houses of Parliament, they will come into force on 6 April or as close as possible to that date.

### 1.3 Do any aspects of domestic gender equality law surpass (are better, more extensive, or more developed than) or earlier than EU law?

	EU			UK		
	Provision	Year	Notes	Provision	Year	Notes
<b>Maternity</b>	14 weeks	1996	Pay must not be less than wage during sickness leave.	52 weeks (previously 26)	2007	If entitled to pay: 90% of pay for 6 weeks, then up to £112.75 for the remaining 33 (max 39 weeks)
<b>Paternity</b>	Optional	1995		1 week	1999	£112.75 or 90% of average weekly pay
<b>Parental</b>	3 months	1996	Unpaid	13 weeks	1999	Until 5 <sup>th</sup> birthday. Statutory parental leave is unpaid

<sup>8</sup> <http://www.communities.gov.uk/publications/communities/frameworkforfairnessconsultation>



Duty on all public bodies to promote GE	No	2004	Mainstreaming required by 2006	Yes	2007	Gender Equality Duty
Equalities body (employment)	Yes	2002		Yes	1975	Equal Opportunities Commission EHRC from 2007
Equalities body (goods & services)	Yes	2004		Yes	2006 ES Act	EOC EHRC from 2007
Equalities body for promotion of GE	Yes	2002		Yes		EOC EHRC from 2007
Gender pay audits	No		Not specified	No	-	Optional
Gender Equality plan (employment)	Yes	2002/2006		Yes		(see Plans and Programmes below)
Requires NGO dialogue	No	2002	Dialogue encouraged	Yes	1969	Women's National Commission
Positive action measures	Yes/no	1975	Allowed, not required	Yes		Allowed
Other:						
Public bodies to promote racial equality	NO			Yes	2006	Applies to all public bodies.
If there are no sanctions for violating the law, please state this						

#### 1.4 Equality law on intersecting inequalities

Is discrimination on the grounds of ethnicity/'race' illegal

YES

- o When was this law introduced?

1976

- o Is this restricted to employment related issues?

NO

- o Does it include the sale and supply of services?

YES

- o What disputes if any took place during its introduction?

UK race anti-discrimination laws have been and continue to be extended and strengthened beyond the requirements of the EU legislation. Major changes to the 1976 Race Relations Act were however made in 2000 when the Act was extended to impose a *positive duty on public authorities to promote* racial equality. The Race Relations Act 1976<sup>9</sup> forms the legal foundation of protection from racial discrimination in the fields of employment, education, training, housing and the provision of goods, facilities and services. Racial discrimination in the UK means treating a person less favorably than others on racial grounds - meaning race, color, nationality or ethnic or national origins. There is a clear tension with legislation to restrict entry to the UK.

The Race Relations (Amendment) Act 2000 further places on public authorities a statutory duty not only to avoid acting in a discriminatory way but to promote racial equality. The Commission for Racial Equality has published certain codes for providing information and guidance to public authorities on the duty to promote equality (EU driven). Race discrimination not only restricted to

<sup>9</sup> <http://www.johnantell.co.uk/RRA1976.htm>

the area of employment. Since 1976 it applies to education, training housing and the provision of goods and services.

#### Is discrimination on the grounds of religion illegal

YES

- when was this law introduced?  
2003 Employment Equality (Religion or Belief) Regulations 2003 (SI 2003/1660) came into force 2003, implementing the EU Equal Treatment Framework Directive (2000/78/EC).
- Is this restricted to employment related issues?  
NO
- Does it include the sale and supply of services?  
YES
- What disputes if any took place present during its introduction?  
-

#### Is discrimination on the grounds of sexual orientation illegal?

YES

- When was this law introduced?  
Employment: 2003 Employment Equality Act  
Goods & services: Equality Bill 2006, Act 2007  
Civil partnership Bill 2004, Act 2005  
Equal age of consent, Act 2001
- Is this restricted to employment related issues?  
NO
- Does it include the sale and supply of services?  
YES
- What disputes if any took place during introduction of these laws?  
Churches would not agree to adoption by homosexual couples. Eventually they were forced to accept.
- Are there further legal issues, especially disputed legal issues, concerning the intersection of equalities with gender that are relevant?
  - 1) Debate in House of Lords (Parliamentary upper house) to introduce civil partnership for others, i.e. father/son father/daughter living together so they could access same rights. Did not happen.
  - 2) Church considered civil partnership morally wrong, breaking up the family, harming children.
  - 3) Gay/lesbian civil society wanted extension of rights, so the rights would be the same as marriage, rather than as it turned out, similar.
  - 4) Immigration rights: NGO argued that they should be the same as for married couples. In the end, civil partnership is not a ground falling under family reunification, or the right to follow a spouse when the spouse immigrates for employment
  - 5) An attempt to annul the sexual orientations regulations in Northern Ireland on basis that they infringed on the freedom of religious believers to choose not to accept homosexual behaviour was defeated in the House of Lords on 10 Jan 2007

#### Is discrimination on the grounds of disability illegal

YES

- When was this law introduced?  
1995 Disability Discrimination Act  
Amendments in 2006 to implement requirements of Directive 2000/78 in respect to vocational education and training in the post 16-education sector where providers no longer can justify the failure of making reasonable adjustments. From 2006 public authorities are prohibited from discriminating unjustifiably when carrying out public functions = positive duty to promote equality of opportunity for disabled persons.
- Is this restricted to employment related issues?  
NO
- Does it include the sale and supply of services?  
YES
- What disputes if any took place present during its introduction?  
-

Is discrimination on the grounds of marital status illegal?

- when was this law introduced?
- Is this restricted to employment related issues?
- Does it include the sale and supply of services?
- What disputes if any took place during introduction of these laws?

NO (question does not apply to UK context)

Is discrimination on the grounds of age illegal

YES

- When was this law introduced?

2006 Employment Equality (Age) Regulations

Regulations implements directive 2000/78 provisions on age discrimination.<sup>10</sup>

- Is this restricted to employment related issues?

YES

- Does it include the sale and supply of services?

NO

- What disputes if any took place present during its introduction?

In R v Secretary of State for Trade and Industry, a coalition of age NGOs sought a judicial review of the Regulations as they permit an employer to have a mandatory retirement age for employees after they reach 65, arguing that such retirement age cannot be objectively justified under Directive 2000/78. The matter has been referred by the English High Court to the ECJ.

## 2. Plans and programmes

Two types of national gender equality plans are considered here. The first set of questions concerns plans specific to the country.

The second set of questions refers to the National Reform Programmes for employment and National Reports (National Action Plans) on Strategies for social inclusion and social protection that the EU requires annually from each Member State.

### 2.1 National gender equality plans

#### 2.1.1 Is there a national gender equality plan?

- If yes please name and describe very briefly the range of issues that it covers (in particular, how far beyond employment does it go?).

In September 2006, the government published 'Government Action Plan: Implementing the Women and Work Commission recommendations'.<sup>11</sup> The Commission was formed to report on the causes of the pay and opportunities gap between men and women. The 'action plan' covers recommendations in the area of education and careers guidance for girls, training and skills, occupational segregation, labour market experience, and organisational practice. It is thus very much employment focused.

The report makes reference to position of minority ethnic women through referring to Equal Opportunities Commission research and a small government supported project targeting economically inactive women of 'South Asian origin'.

Overall, the plan seems a mix of vision where there is transformation in gender relations (e.g. promotion of paternity leave) alongside an implicit acceptance of difference where women continue to take role as primary carers (e.g. recommending more part-time options at senior levels of employment) and where women have the 'choice' in relation to how they wish to combine unpaid and paid work.

- Is the focus restricted to non-discrimination?

No. The plan goes beyond non-discrimination.

<sup>10</sup> Employment Equality (Age) Regulations 2006: <http://www.opsi.gov.uk/si/si2006/20061031.htm>

<sup>11</sup> [http://www.womenandequalityunit.gov.uk/publications/www\\_govtactionplan\\_sept06.pdf](http://www.womenandequalityunit.gov.uk/publications/www_govtactionplan_sept06.pdf)

o Is there reference to gender mainstreaming?

One reference to gender mainstreaming is made, in relation to the public sector duty on gender equality.

o Are there named policy instruments and/ institutions, if so what?

Investment in area of skills training for women.

Action to promote long-term cultural change through educational provision and careers advice to 'break down gender stereotypes' and challenge occupational segregation.

Focus on delivering flexible childcare, initiatives such as New Deal which are targeted at women returnees to labour market and lone parents, promoting flexible and part-time employment, support for female entrepreneurship.

o Are there indicators and statistics to evaluate the policies?

In general, the report does not set concrete targets or refer to indicators / statistics that can be used to assess progress. The tone seems to be directed at looking toward change in the 'long-term' through changing culture.

o Is there reference to EU targets (European Employment Strategy targets: Lisbon (2000) female employment rate of 60% by 2010; Barcelona (2002) provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age)? (Add age here)

No.

### 2.1.2 Is gender equality integrated with other equalities in a national plan?

If yes please name and describe very briefly the range of issues that it covers, in particular, how far beyond employment does it go? Is it framed by equality or by diversity or both or a similar goal (e.g. equal opportunities)? If so, please specify.

#### Plans on social inclusion:

*Opportunity for all: Eighth annual report 2006 Strategy document* (October 2006, Department for Work and Pensions)<sup>12</sup>

Annual publication. Gender equality noted in relation to duty on public authorities to promote gender equality, policies on women offenders' discussed, pension reform and impact on women and carers, gender impact of national minimum wage, reference to Women and Work Commission report on women's access to skills training and employment, women and health, also reference to national plan on domestic violence. Includes appendix of indicators and assessments of progress. The report has major focus on child poverty, including discussion of lone parents and making work pay. (Framing: equality)

*Working together: UK National Action Plan on Social Inclusion 2006–08* (2006, Department for Work and Pensions)<sup>13</sup>

Notes the gender pay gap and that large majority of lone parents are women. Refers to gender impact of national minimum wage, and spending to support women to return to and progress in employment. Also details some of initiatives taking place in devolved administrations in area of gender equality. (Framing: equality)

### 2.1.3 Is there a gender equality (or similar) plan in the area of gender based violence

Yes, no general plan but 4 specific plans. Together they cover all issues listed below (domestic violence and violence in partnerships; sexual assault/violence and rape; sexual harassment and stalking; Trafficking and prostitution; Forced marriage, honour crimes and FGM)

#### a) If yes please name the plan.

*Domestic violence: a national report* (March 2005, The Home Office)<sup>14</sup>

##### Does it cover:

- o Domestic violence and violence in partnerships Yes
- o Sexual assault/violence and rape Yes
- o Sexual harassment and stalking (One reference to stalking)

<sup>12</sup> <http://www.dwp.gov.uk/ofa/reports/2006/pdf/StrategyandIndicators-FullReport.pdf>

<sup>13</sup> <http://www.dwp.gov.uk/publications/dwp/2006/nap/WorkingTogether.pdf>

<sup>14</sup> <http://www.crimereduction.gov.uk/domesticviolence/domesticviolence51.pdf>

- Trafficking and prostitution No (see below for separate plan)
- Forced marriage, honour crimes and FGM Yes

Does the plan include:

- named policy instruments and/or institutions, if so what;

Institutions referred to include: forced marriage unit, specialist domestic violence courts, government and statutory bodies in voluntary sector (Refuge), work within health and education sectors, work within Children's Services, Criminal Justice System, and police.

- indicators and statistics to evaluate the policies, if so which?

Yes. Number of domestic homicides; prevalence rates as measured by the British Crime Survey Inter-Personal Violence module; attitudes towards the acceptability of domestic violence; domestic violence arrests; domestic violence offenders successfully prosecuted in the courts; number of non-molestation, occupation and restraining orders made; quantity and quality of domestic violence services commissioned by Local Authorities; survivor satisfaction with the support they receive; and increased reporting of risk of harm to children as a result of domestic violence. Police information on rates of repeat victimisation.

b) If yes please name the plan.

*UK Action Plan on Tackling Human Trafficking* (March 2007, The Home Office and the Scottish Executive).<sup>15</sup>

Does it cover:

- Domestic violence and violence in partnerships No
- Sexual assault/violence and rape (reference to)
- Sexual harassment and stalking No
- Trafficking and prostitution Yes
- Forced marriage, honour crimes and FGM (not covered but one reference to)

Does the plan include:

- named policy instruments and/or institutions, if so what;

UK Human Trafficking Centre (multi-agency), Department for International Development, Foreign and Commonwealth Office, Border and Immigration Agency, Home Office, Police Force, Serious Organised Crime Agency.

- indicators and statistics to evaluate the policies, if so which?

Yes, report makes reference to collection of data to monitor progress.

c) If yes please name the plan.

*A Coordinated Prostitution Strategy (January 2006, the Home Office)*<sup>16</sup> includes proposed action by central government and recommended action by local partnerships to tackle prostitution (prevention, tackle demand, developing routes out, ensuring justice, and tackling off street prostitution).

Does it cover:

- Domestic violence and violence in partnerships (reference to)
- Sexual assault/violence and rape Yes
- Sexual harassment and stalking No
- Trafficking and prostitution Yes
- Forced marriage, honour crimes and FGM No

Does the plan include:

- named policy instruments and/or institutions, if so what;

Strategy lists several agencies: community safety team; Local Strategic Partnerships; Local Safeguarding Children Boards and children's trusts; social services; health agencies; housing; substance abuse agencies; enforcement agencies, including the police and the CPS; domestic violence services and job training agencies.

<sup>15</sup> <http://www.homeoffice.gov.uk/documents/human-traffick-action-plan?view=Binary>

<sup>16</sup> <http://www.homeoffice.gov.uk/documents/cons-paying-the-price/ProstitutionStrategy.pdf?view=Binary>

- o indicators and statistics to evaluate the policies, if so which?

(Reference to 'monitoring' rather than specifying particular indicators)

d) If yes please name the plan.

*A Cross Government Action Plan on Sexual Violence and Abuse* (April 2007, The Home Office)<sup>17</sup>

Does it cover:

- o Domestic violence and violence in partnerships Yes
- o Sexual assault/violence and rape Yes
- o Sexual harassment and stalking No
- o Trafficking and prostitution Yes
- o Forced marriage, honour crimes and FGM Yes

Does the plan include:

- o named policy instruments and/or institutions, if so what;

The plan identifies key delivery agencies involved in implementing the plan, including: Police; Crown Prosecution Service; Courts; National Offender Management Service; Local Authorities; Voluntary and Community Sector Organisations; Sexual Assault Referral Centres (SARCs); Primary Care Trusts (or Local Health Boards in Wales) and External Forensic Service Providers and Forensic Practitioners

- o indicators and statistics to evaluate the policies, if so which?

The plan states that the Inter-departmental Ministerial Group on Sexual Offending will monitor the implementation of the plan. Several references are made to the use of diagnostic indicators (e.g. data on use of health and support services and measures of attrition).

## **2.2 EU required National Reform Programme (National Action Plan) for Employment**

Does the EU required National Reform Programme for employment (in which one of the ten guidelines concerns gender mainstreaming) include a significant set of actions concerning gender equality? If so, what are these?<sup>18</sup>

*Lisbon strategy for jobs and growth: UK National Reform Programme, update on progress* (October 2006)<sup>19</sup>

Basically, no, since the report is more or less devoid of gender, aside from brief mention of the 'Strategic framework for women's enterprise' (initiative aimed at increasing female business ownership) – alongside mention of the increase in self-employment amongst people from under-represented ethnic groups. Also, brief focus on support of government for Trades Union Congress to establish 'Unionlearn'- an initiative to improve access to learning for union members. The report also includes discussion of the UK's labour market policy framework- which comprises active labour market policies; policies to make work pay; and policies to reduce barriers to work. Again, the focus on gender is through description of measures to improve employment levels amongst lone 'parents' and there is also discussion of policies targeting older workers, disabled people and people from ethnic minorities.

A more explicit focus on gender inequalities is included through a brief discussion of 'tackling gender inequalities' where it is stated that closing the gender pay gap remains a priority for the government and where reference is made to the Women and work commission report 'Shaping a fairer future' (2006). This is followed by discussion of flexible working and work-life balance together with a review of government action on childcare.

No reference is made to gender mainstreaming.

<sup>17</sup> <http://www.homeoffice.gov.uk/documents/Sexual-violence-action-plan?view=Binary>

<sup>18</sup> Member state reports 2006: [http://ec.europa.eu/growthandjobs/key/nrp2006\\_en.htm](http://ec.europa.eu/growthandjobs/key/nrp2006_en.htm)

<sup>19</sup> [http://ec.europa.eu/growthandjobs/pdf/nrp/UK\\_nrp\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/nrp/UK_nrp_en.pdf)

Did the EU appointed National Expert (part of the EU Network of Experts on Gender and Employment and Social Inclusion) made (have) critical or positive comments on the gender equality dimension of the member state's programme? If so, what are these?<sup>20</sup>

In their synthesis report (2005)<sup>21</sup>, EGGsIE point out that: in the UK the focus tends to be on mobilising inactive benefit claimants, thereby omitting most inactive women except for lone parents; gender inequality and its contribution to low productivity is not discussed; the low rate (and high cost) of childcare provision and the plans for expansion are noted; omissions of direct discussion on gender equity in pensions; notes the UK selection of the most favourable measure of the gender pay gap and omission of other data (e.g. gender gap in part-time pay); the negative and high impact of motherhood on participation in employment; absence of gender from the discussions on disability and ethnicity in relation to policies to promote employment; neglect of negative incentive of in work benefits on second income earners- mainly married women (entitlement to tax credits being based on household earnings); and neglect of the link between national minimum wage and wages for women and part-time workers. They further note that the UK NRP makes no reference to gender mainstreaming and provides no gender disaggregated data.

In summarising the extent of gender mainstreaming in the UK NRP, the experts (2005: 195) comment:

*There is very limited visibility of gender in the NRP for the UK. Particularly notable is the neglect of the interests of women where they are not in households claiming benefits... Another area of notable neglect is in the discussion of the productivity gap, where the problems of low productivity and often part-time jobs for women is not discussed...*

Did the EU Commission's response to the National Reform Programme for employment include recommendations on gender equality? If so, what were these?<sup>22</sup>

European Commission's Assessment of the National Reform Programme<sup>23</sup>:

The report<sup>24</sup> comments on the actions taken in relation to lone parents, childcare (with the noted need for further progress) and notes that the NRP acknowledges the need for further action on the wide gender pay gap.

Specific Recommendations of the Commission<sup>25 26</sup>:

Improve skill levels, take further measures to tackle disadvantage and exclusion in the labour market and improve access to childcare.

### 2.3 EU required National Reports (National Action Plans) on Strategies for Social Protection and Social Inclusion

Does the EU required National Report on Strategies for Social Inclusion include a significant set of actions concerning gender equality, including gender-based violence? If so, what are these?<sup>27</sup>

UK National report on strategies for social protection and social inclusion 2006-08<sup>28</sup>

Not a significant set of actions. In this report there is emphasis on the strength of the economy, with a focus on the challenge of meeting targets to reduce child poverty- and as part of this – given the large proportion of children at risk of poverty living in workless lone parent households – a focus on lone parents (e.g. active labour market policies and childcare provision). Also reports on situation of pensioners- and the gender impact of the introduction of pension credit (i.e. women more likely to be in poverty and benefiting more from Pension Credit).

Active labour market policies to increase those in employment key to increasing social inclusion.

In a section entitled 'tackling discrimination' the focus is on disabled people and people from black and minority ethnic groups.

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<sup>20</sup> EGGsIE 2005 report see:

[http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2006/final\\_nrp\\_synthesis\\_2005\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf)

<sup>21</sup> [http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2006/final\\_nrp\\_synthesis\\_2005\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2006/final_nrp_synthesis_2005_en.pdf)

<sup>22</sup> EC response: [http://ec.europa.eu/growthandjobs/annual-report-1206\\_en.htm](http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm)

<sup>23</sup> [http://ec.europa.eu/growthandjobs/annual-report-1206\\_en.htm](http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm)

<sup>24</sup> [http://ec.europa.eu/growthandjobs/pdf/1206\\_annual\\_report\\_uk\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/1206_annual_report_uk_en.pdf)

<sup>25</sup> [http://ec.europa.eu/growthandjobs/annual-report-1206\\_en.htm](http://ec.europa.eu/growthandjobs/annual-report-1206_en.htm)

<sup>26</sup> [http://ec.europa.eu/growthandjobs/pdf/1206\\_annual\\_report\\_legal\\_basis\\_en.pdf](http://ec.europa.eu/growthandjobs/pdf/1206_annual_report_legal_basis_en.pdf)

<sup>27</sup> Member state reports: [http://ec.europa.eu/employment\\_social/social\\_inclusion/naps\\_en.htm](http://ec.europa.eu/employment_social/social_inclusion/naps_en.htm)

<sup>28</sup> [http://ec.europa.eu/employment\\_social/social\\_inclusion/docs/2006/nap/uk\\_en.pdf](http://ec.europa.eu/employment_social/social_inclusion/docs/2006/nap/uk_en.pdf)

Overall, the main focus on gender is through lone parents (though the gender neutral term parent as opposed to mother is used) and, in part, attention to the gendered character of poverty amongst older people.

There is no specific reference to gender mainstreaming although mainstreaming of social inclusion policies is mentioned.

As part of the New Deal for skills, a package worth £50 million is aimed at helping women to return to and progress in work (page 27). Spending (past and proposed) on early years and childcare services is also reported (page 23).

There only appears to be one reference to gender based violence, in relation to housing for women fleeing domestic violence (page 34).

[Did the EU Expert Group on Gender, Social Inclusion and Employment have critical or positive comments on the gender equality dimension of the report \(including gender-based violence\)? If so, what are these?](#)<sup>29</sup>

Information from a general report rather than UK specific report.

The report on social exclusion emphasises the following in relation to UK: higher risk of poverty amongst women, high number of lone mothers and high risk of poverty, high gender pay gap. The report also notes that the long-term prospects of New Deal for Lone Parents may be negative- 1 in 3 who enter employment through the programme are not employed 12 months later (suggesting problems in the quality of job or difficulties in access to childcare).

(No specific comments on gender based violence since general report focuses on a selection of countries, not including UK)

[Did the EU Commission's response to the National Report on Strategies for Social Protection and Social Inclusion include recommendations on gender equality \(including gender based violence\)? If so, what were these?](#)<sup>30</sup>

The report<sup>31</sup> notes that there is some reference to gender issues but stresses that the UK hourly gender pay gap is the highest in Europe (and the high rate of part-time employment amongst women impacts upon earnings and pensions) and comments that it is not clear how the measures implemented will impact on the gender gap.

## 2.4 EU funding

[Does the EU provide funding in your country that has / has had a significant gender impact?](#)<sup>32</sup> (Structural funds to consider include the European Social Fund<sup>33</sup> and the European Regional Development Funds<sup>34</sup>)

No

[If yes, how much and over what period of time?](#)

[If yes, comment upon the extent to which gender was mainstreamed in associated plans and programmes \(e.g. the National Development Plans for 2000-2006\)?](#)

Over the period 2007-13 it is forecast that the UK will receive approximately €9.4 billion in structural funds.

Proposed total of ESF for England 2007-2013 of €3,090 million, with priorities of extending employment opportunities, tackling barriers to employment, and developing a skilled and adaptable workforce.

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<sup>29</sup> Expert group on gender, social inclusion and employment (2006) *Gender inequalities the risks of poverty and social exclusion for disadvantaged groups in 30 European countries*. European Commission [http://ec.europa.eu/employment\\_social/publications/2006/ke7606201\\_en.pdf](http://ec.europa.eu/employment_social/publications/2006/ke7606201_en.pdf)

<sup>30</sup> EC report: [http://ec.europa.eu/employment\\_social/social\\_inclusion/jrep\\_en.htm](http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm)

<sup>31</sup> Website: [http://ec.europa.eu/employment\\_social/social\\_inclusion/jrep\\_en.htm](http://ec.europa.eu/employment_social/social_inclusion/jrep_en.htm)  
Report: [http://ec.europa.eu/employment\\_social/social\\_inclusion/docs/2007/joint\\_report/uk\\_en.pdf](http://ec.europa.eu/employment_social/social_inclusion/docs/2007/joint_report/uk_en.pdf)

<sup>32</sup> The following link may serve as a useful starting point (see drop-down menus along the top of the page and links on the left hand side): [http://ec.europa.eu/regional\\_policy/policy/history/index\\_en.htm](http://ec.europa.eu/regional_policy/policy/history/index_en.htm)

<sup>33</sup> [http://ec.europa.eu/regional\\_policy/funds/fse/index\\_en.htm](http://ec.europa.eu/regional_policy/funds/fse/index_en.htm)

<sup>34</sup> [http://ec.europa.eu/regional\\_policy/funds/feder/index\\_en.htm](http://ec.europa.eu/regional_policy/funds/feder/index_en.htm)



It is proposed that gender equality and equal opportunities will be a cross-cutting theme.<sup>35</sup>

Proposed total of ESF for Scotland 2007-2013 of approximately €58 million, Wales €834 million and Northern Ireland €166 million.<sup>36</sup>

### 3. Governmental Machinery for Equality

Provide a summary of the history of governmental machinery for equality provided in the issue history D11, up-dated if appropriate. In particular, consider if there have been any developments in the relationship between the gender machinery and other equalities machinery (e.g. proposed mergers). (Approx. 250 words)

In UK, machinery concerned with gender equality was located in the Department for Education until 1997 (the 'Sex Equality Branch'), at which point the Labour government replaced this body with the Women's Unit which has been re-named the Women and Equality Unit and has moved departments depending on the location of the senior minister.

The Women and Equality Unit has been transferred back and forth between various departments over the past years, referred to as "the institutional uncertainty surrounding the status of the Unit" by Judith Squires (Squires & Wickham-Jones, 2004)<sup>37</sup>, most recently from the Department for Communities and Local Government (formerly the Office of the Deputy Prime Minister). The WEU has been located alongside ministers in a number of departments, including the Department for Work and Pensions (DWP), Cabinet Office, Department of Trade and Industry (DTI). From May 2006 it was part of wider Equalities Directorate based in the Department for Communities and Local Government (DCLG). This responsibility transferred to Department of Work and Pensions (DWP) following the reshuffle in late June 2007. In 2008 the Women and Equality unit became incorporated in the new Government Equalities Office. The Equalities Office is responsible for policy on gender equality, sexual orientation and for integrating work on race and religion or belief equality into the overall equality framework. It is also responsible for the Minister for Women's priorities, the Government's overall strategy and priorities on equality issues, including the Discrimination Law Review, the Single Equality Bill, and the Equality PSA; sponsorship of the Equality and Human Rights Commission; and the response to Trevor Phillips' Equalities Review.

Up until October 2007, independent machinery for gender equality existed in the form of the semi-state body - Equal Opportunities Commission- which was established under the 1974 Sex Discrimination Act. This body was replaced by a Single Equalities Body, the Equality and Human Rights Commission, in October 2007.

The government funded body which acts as the representative organisation for women's organisations, the Women's National Commission, was established in 1969.

Do any or all of these forms of gender machinery exist in the country, and if so what are they called?

- o governmental (civil servants and ministers in central government);

The Women and Equality Unit (established in 1997).

The unit has recently been transferred from the 'Department for Communities and Local Government' (formerly the Office of the Deputy Prime Minister) to the Department for Work and Pensions (26.7.07).<sup>38</sup> The creation of a 'new Government Equalities Office' was announced in July. Race and faith issues will remain with the DCGL.

The Government Equalities Office (replaced WEU 2008)

Headed by Harriet Harman, leader of the House of Commons and Secretary of State for Equality.<sup>39</sup>

The creation of the Government Equalities Office was announced in July. The new Government Equalities Office will take on responsibility for the Government's overall strategy and priorities on equality issues, including the Discrimination Law Review, the Single Equality Bill, and the Equality PSA; sponsorship of the Equality and Human Rights Commission; and the response to Trevor Phillips'

<sup>35</sup> <http://esf.gov.uk/>

<sup>36</sup> <http://www.berr.gov.uk/files/file37998.pdf>

<sup>37</sup> Squires J.; Wickham-Jones M (J) New Labour, Gender Mainstreaming and the Women and Equality Unit. *British Journal of Politics and International Relations*, Volume 6, Number 1, February 2004, pp. 81-98(18)

<sup>38</sup> <http://www.number-10.gov.uk/output/Page12689.asp>

<sup>39</sup> <http://www.womenandequalityunit.gov.uk/index.htm>. See work plan at [http://www.womenandequalityunit.gov.uk/about/GEO\\_Simplification\\_Plan\\_2007\\_Final.doc](http://www.womenandequalityunit.gov.uk/about/GEO_Simplification_Plan_2007_Final.doc)

Equalities Review. It will also be responsible for policy on gender equality, including the Minister for Women's priorities, and sexual orientation and for integrating work on race and religion or belief equality into the overall equality framework.

Inequalities: gender, race, religion & belief, sexual orientation.

The Secretary of State for Equality, and lead minister for women is Harriet Harman (deputy leader of the Labour Party) and the junior minister for Equality is Barbara Follett.

- o enforcement and monitoring agency (e.g. equality authority, ombudsperson);

Equal Opportunities Commission (GB)

The Equal Opportunities Commission was established in 1975 under the Sex Discrimination Act (1975). It is an independent, non-departmental public body, funded primarily by the government.<sup>40</sup>

Replaced by the Equality and Human Rights Commission in October 2007. The EHRC is a single equalities body which brings together the work of the three previous equality commissions and also takes on responsibility for other equality strands: age, sexual orientation and religion or belief, as well as human rights.

- o special legal apparatus (e.g. special courts for employment or domestic violence);

The Employment Tribunals Service<sup>41</sup>: Judicial bodies established to hear claims about matters concerning employment including unfair dismissal and discrimination (on grounds of gender / marriage / transgender, disability, age, race/ethnicity, religion / belief, and sexual orientation).

Employment Tribunal judgments and decisions may be changed only: a) If the tribunal decides, at the request of either side or on its own initiative to review the judgment; or b) after an appeal by one of the sides involved in the judgment.

The Employment Appeal Tribunal<sup>42</sup>: hears appealed cases from employment tribunals.

(Decisions appealed from EAT go to the civil division of the Court of Appeal).

Specialist Domestic Violence Courts (and 'Fast Track Systems'), initially pilot programmes<sup>43</sup> for dealing more effectively with domestic violence cases which have since been rolled out to more areas following positive evaluation.

- o body for consultation / dialogue with women's NGOs

National Women's Commission (1969)

- o Other, for example, Parliamentary Committees

Joint (House of Commons and Lords) Select Committee on Human Rights<sup>44</sup> considers human rights issues in the UK. A joint committee consisting of members of the House of Commons and the House of Lords which has reported on various issues in the area of human rights, including sexual orientation regulations, human trafficking and the treatment of asylum seekers.

Various House of Commons Select Committees<sup>45</sup> also engaged in discussing gender issues relevant to QUING (e.g. Work and Pensions Committee).

House of Lords Select Committee on the European Union<sup>46</sup>

Role to scrutinise proposals of EU Commission, including a sub-committee on social policy and consumer affairs. Gender equality discussed in relation to some of the issues considered by this committee.

The existence of other gender machineries apart from the key bodies of the governmental (WEU) and independent body (EOC) raises the important question of whether or not the *dispersal* of gender issues is itself a sign of the strength of women's organisation. It may be argued that while at certain points the indicator of existing gender machinery is a sign of the strength of the gender agenda in government (as implied by BPfA / CEDAW), for gender issues to remain confined in these bodies

<sup>40</sup> <http://www.eoc.org.uk/Default.aspx?page=15482>

<sup>41</sup> <http://www.employmenttribunals.gov.uk/>

<sup>42</sup> <http://www.employmentappeals.gov.uk/>

<sup>43</sup> <http://www.crimereduction.gov.uk/domesticviolence/domesticviolence55.htm>

For details see evaluation report: <http://www.cps.gov.uk/publications/docs/specialistdvcourts.pdf>

<sup>44</sup> [http://www.parliament.uk/parliamentary\\_committees/joint\\_committee\\_on\\_human\\_rights.cfm](http://www.parliament.uk/parliamentary_committees/joint_committee_on_human_rights.cfm)

<sup>45</sup> [http://www.parliament.uk/parliamentary\\_committees/parliamentary\\_committees16.cfm](http://www.parliament.uk/parliamentary_committees/parliamentary_committees16.cfm)

<sup>46</sup> [http://www.parliament.uk/parliamentary\\_committees/lords\\_eu\\_select\\_committee.cfm](http://www.parliament.uk/parliamentary_committees/lords_eu_select_committee.cfm)

entails the danger of equality issues becoming sidelined. Instead, it may be considered preferable that there is transformation of overall structures by mainstreaming gender – in the form of gender debates taking place across different loci (though it may be that this is only possible- effectively- after a certain length of time, and that to prevent the salience of gender from ‘slipping’ specific gender machineries need to continue alongside mainstreaming).

Thus, the UK model of both specific machinery and mainstreaming– though room for lots of improvement- approximates to EU position on the need for both gender machinery *and* gender mainstreaming.

Answering the following list of questions may require mention of any or all of these types of institution: some apply to one kind more than another.

#### *The nature of the institution*

- Is there gender machinery that meets the minimum legal requirements of the EU?  
YES
  - A body for the promotion, analysis, monitoring and support of equal treatment of all persons without discrimination on the grounds of sex:  
YES
  - providing independent assistance to victims of discrimination in pursuing their complaints about discrimination  
YES
  - conducting independent surveys concerning discrimination  
YES
  - publishing independent reports  
YES
  - making recommendations on any issue relating to such discrimination.  
YES

Up until the 1<sup>st</sup> October 2007, the Equal Opportunities Commission (see 1975 Sex Discrimination Act<sup>47</sup> detailing powers to conduct formal investigations, request information, and details enforcement procedure through employment tribunals). The EOC was replaced by the Equality and Human Rights Commission (EHRC) in October 2007 which is a non-departmental public body funded by, but independent of, government.

- Is there gender machinery that meets the ‘Paris Principles’?
  - independence guaranteed by a constitutional or legislative framework  
YES
  - autonomy from government  
YES
  - pluralism including pluralism of composition,  
YES
  - a broad mandate  
YES
  - adequate powers of investigation  
YES
  - sufficient resources  
YES

Yes to all of the above: The Equal Opportunities Commission is a gender machinery that is an independent body with formal powers of investigation.

The EOC is active in campaigning (e.g. on equal pay and caring), providing information and advice to employers, trade unions, employees and members of the public, conducting research (e.g. recent research into the position of ethnic minority women in employment), conducting formal investigations (e.g. into sexual harassment in workplaces) and intervening on important legal cases concerning, for example, disputes over pay and discrimination against pregnant women in the workplace.<sup>48</sup>

The Commissioners at the EOC have a range of expertise of gender, as well as ethnicity and disability. Many of the Commissioners also have experience of working in various government departments.<sup>49</sup>

<sup>47</sup> <http://www.eoc.org.uk/PDF/sda.pdf>

<sup>48</sup> [http://www.eoc.org.uk/pdf/annual\\_rep\\_0506.pdf](http://www.eoc.org.uk/pdf/annual_rep_0506.pdf)

<sup>49</sup> <http://www.eoc.org.uk/Default.aspx?page=15245>

Resources: The EOC's annual report (2006: 10) states that the EOC 'faces a challenging period in 2006-07 and beyond, with a reduced budget of Grant-in-Aid of £9 million for 2006-07, down from £9.75 million last year, and only £8m allocated to date for 2007-08'.

The EHRC replaced the EOC in October 2007 though the question of whether it has adequate powers and resources is difficult to assess given the limited period it has been operating.

- **Is there gender machinery that meets the further requirements of the UN Platform for Action?**  
YES
  - **responsibility vested at the level of a Cabinet minister.**  
YES
  - **Develop indicators and statistics to monitor policy**  
YES

Yes, the Women and Equality Unit (since 1997). It is now merged/incorporated in the Government Equalities Office (2008).

Development of **indicators** and **statistics** to monitor policy:

The Women and Equality Unit (2002) report *Key indicators of women's position in Britain*<sup>50</sup> aims to provide a set of indicators against which women's progress can be measured. The report includes indicators in the following areas: population and demography; employment and economic activity; work-life balance; employment and training; financial resources; participation in public life; health; crime; and transport. Interim report published 2004.<sup>51</sup>

Under the Gender Equality Duty (from April 2007), public authorities are required to collect gender disaggregated information on how their service affects men and women:

*In order to understand which of its functions have the greatest relevance to gender equality, a public authority will need to gather and use information on how women and men are affected by its activities. A public authority may already have this information, disaggregated by gender. This information will have a crucial role in helping the public authority to determine its gender equality priorities, conduct effective gender impact assessments of policies and practices, and monitor progress towards its gender equality objectives. Information can be both quantitative and qualitative, and from a variety of sources.*<sup>52</sup>

The Women and Equality Unit and the Gender Equality Public Service Agreement<sup>53</sup>: The cross government Gender Equality PSA requires the WEU to work with all government departments to bring about measurable improvements in gender equality across a range of indicators. This initiative has been welcomed by the Women's Budget Group who (while wishing for the extension of a gender focus into all department's PSAs and to mainstream a diversity perspective into the gender PSA) see it as a key opportunity for government to monitor progress in achieving women's equality.<sup>54</sup> (PSAs are agreements between government departments and Treasury setting departmental targets as part of the Spending Review).

Progress report (2006) detailing those areas in which targets have or have not been met<sup>55</sup> and document setting out targets for 2008.<sup>56</sup> See also EOC report<sup>57</sup> on the gendered character of the PSAs.

A recent announcement declared that PSA targets were to be reduced in number to approximately 30, in the belief that it is no longer necessary to have so many targets: the implications of this in terms of gender impact- (when EOC in gender equality duty refers to use of PSA in assessing impact?)

Ongoing work on the development of indicators / statistics for gender-based violence.<sup>58</sup> In their national report on domestic violence the Home Office<sup>59</sup> (2005: 8) identify several 'proxy' indicators to

<sup>50</sup> [http://www.womenandequalityunit.gov.uk/publications/weu\\_key\\_indicators.pdf](http://www.womenandequalityunit.gov.uk/publications/weu_key_indicators.pdf)

<sup>51</sup> <http://www.womenandequalityunit.gov.uk/news/newsarchive2004.htm>

<sup>52</sup> EOC (2006) Gender Equality Duty Code of Practice page 29-30 [http://www.eoc.org.uk/PDF/GED\\_CoP\\_Draft.pdf](http://www.eoc.org.uk/PDF/GED_CoP_Draft.pdf)

<sup>53</sup> [http://www.womenandequalityunit.gov.uk/gender\\_equality\\_duty/gender\\_psa.htm](http://www.womenandequalityunit.gov.uk/gender_equality_duty/gender_psa.htm)

<sup>54</sup> <http://www.wbg.org.uk/documents/WBG-AGenderLensofPSAs2006.pdf>

<sup>55</sup> [http://www.womenandequalityunit.gov.uk/publications/delivering\\_genderequality\\_report.pdf](http://www.womenandequalityunit.gov.uk/publications/delivering_genderequality_report.pdf)

<sup>56</sup> [http://www.womenandequalityunit.gov.uk/publications/genequalpsa\\_sr04plan.pdf](http://www.womenandequalityunit.gov.uk/publications/genequalpsa_sr04plan.pdf)

<sup>57</sup> [http://www.eoc.org.uk/PDF/wp48\\_PSA\\_targets.pdf](http://www.eoc.org.uk/PDF/wp48_PSA_targets.pdf)

use in assessing the success of the domestic violence strategy (listed above in Plans and Programmes, section 2)

The Women and Equality Unit was transferred into the 'Equalities Office' located in the Department for Work and Pensions from July 2007.<sup>60</sup>

- How close to the Prime Minister is the governmental machinery located?
  - PM's office
  - Other powerful department.
  - Other department

Other department: Department for Work and Pensions.

- Would any of the bodies be described as following a feminist agenda?
  - Briefly explain the reasoning behind your answer.
  - If yes, then which vision of gender equality (equality through sameness, equal valuation of different contributions, or transformation)

Yes, mainly equality through sameness / equal treatment. Both the Women and Equality Unit and the EOC could be described as following a feminist agenda in that both have been active in campaigning, implementing investigations into women's (in)equality, and pushing to mainstream gender issues across the government and civil society (although both would be hesitant to explicitly refer to their agendas as 'feminist').

Since 1997, the Women and Equality Unit has promoted gender equality through its involvement in, for example, work around the pay gap, childcare, and women into business initiatives.

The EOC has been active in enforcing gender equality legislation through its formal investigations and intervention in key legal cases. It has recently conducted research into the differential rates of employment amongst women from minority ethnic groups and has taken the lead in the Gender Equality Duty.

These bodies also do not generally follow an equal valuation of difference model. However, there is still an 'undercurrent' of opinion that mothers of young children should not be employed. This comes to the fore in debates around the impact of mothers' employment on children's educational achievement. It also surfaces in relation to the issue of the age at which children should reach for lone parents to be expected to be employed. In academic work, there is a long-running debate regarding whether or not there should be (or indeed, can be) equal valuation of difference whereby one parent stays at home to do the care work and discussion of the distinctiveness of this work (e.g. in ethic of care literature).

There is also defence of the status quo by instigating the notion of choice, following an argument along the lines of: current patterns reflect women's choices or preferences- which can be used to justify no action.

Academically, this argument put forward in work of e.g. Catherine Hakim's 'preference theory', which has been strongly criticised by feminists (e.g. Susan McRae).

Overall, little evidence of gender transformation though some moves in this direction with promotion, for example, improved parental leave conditions and flexible working for men and women even though such measures primarily tend to be discussed in relation to women.

Are there other policy groups relevant to gender equality that are embedded in particular departments, but which are not usually known as gender machinery e.g. domestic violence group within the home affairs or justice department? If yes, when was it set up, what does it do, what are its resources?

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<sup>58</sup> See Royal Statistical Society seminar 'Developing indicators and statistics on gender based violence':

<http://www.lancs.ac.uk/fss/sociology/events/RSS/RSSindex.htm>

Also, Walby (2006) for details of proposed indicators to measure success of UK government domestic violence strategy

<http://www.lancs.ac.uk/fss/sociology/papers/walby-Indicatorsgenderbasedviolence.pdf>

<sup>59</sup> <http://www.crimereduction.gov.uk/domesticviolence/domesticviolence51.pdf>

<sup>60</sup> The lead on race and faith policy will remain with the Department for Communities and Local Government.

### **Ministerial Sub-Committee**

A cabinet sub-committee on Equality was created after the 2001 election, replacing the former sub-committee on Women which was established in 1997 (part of a shift to integrate equality policy). It drew together ministers from across all major departments to consider major policy issues and was chaired by the Minister for Women and Equality. Members acted as 'focal points' for equality concerns in their departments. After 2005, the committee was subsumed into the Committee on Communities (Veitch 2005). As from December 2006<sup>61</sup>, the Sub-Committee on Communities is within the Ministerial Committee on Domestic Affairs. In July 2007, it was announced that the 'sub-committee on Communities and Equalities' will be bringing together ministers from across government to discuss equalities issues, chaired by the Minister for the Cabinet Office (Ed Miliband).<sup>62</sup>

**Ministry of Justice Human Rights Unit**<sup>63</sup> (previously located in the Department for Constitutional Affairs).

Department of Trade and Industry set up a **Gender Expert Group on Trade (GEGT)** which aims to 'develop a wide basis of shared knowledge, to develop a better understanding of the gender impact of trade policy decisions and also to mainstream gender issues into trade policy negotiations in the WTO'<sup>64</sup>. The group consists of DTI officials, academics, Non-Governmental Organisations and representatives from other Government Departments and is chaired by Annette Lawson.<sup>65</sup>

'Virtual' mini-site on **domestic violence** within the Home Office, part of their 'crime reduction' area, details government response to domestic violence, findings of latest research and provides links to publications and external websites.<sup>66</sup> (Domestic violence also included within the WEU website, which provides numerous links to key research reports and updated information on government action as well as links to several external sites).

The **Women and Work Commission** was established in 2004 to examine the causes of the gender pay and opportunities gap and make recommendations to close it. Their report '*Shaping a fairer future*' was presented in February 2006 (with the publication of a further report '*One year on*' in March 2007)<sup>67</sup>.

The **Women's Enterprise Task Force** was established in 2007 to provide leadership to help develop women's enterprise, reports to the Minister of State for Industry and the Regions Margaret Hodge in the Department of Trade and Industry.<sup>68</sup>

The **Forced Marriage Unit** was launched in January 2005. The unit is interdepartmental, working between the Foreign and Commonwealth Office (FCO) and the Home Office. The unit oversaw and funded the first UK wide working group on Forced Marriage, has funded national awareness raising materials, with further funding allocated to community events and awareness raising sessions around the revised Female Genital Mutilation Act.

(Previously forced marriage cases were dealt with in the Community Liaison Unit in the Foreign and Commonwealth Office. Working together with women's groups, the government also consulted with NGOs, refuges and community groups in the production of a leaflet designed to raise awareness amongst potential victims).<sup>69</sup>

**Sex Discrimination and Equality Co-ordination Team** is located in the Department of Trade and Industry, the coordination team works with the other lead equality departments, developing policy on cross-cutting issues and seeking to identify policy-levers to progress the Government's equality agenda through non-legislative means. The DTI is taking forward the implementation of the EU Article 13 Employment Directive, which outlaws workplace discrimination on the grounds of religion, sexual

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<sup>61</sup> <http://www.pm.gov.uk/output/Page10601.asp>

<sup>62</sup> <http://www.number-10.gov.uk/output/Page12689.asp>

<sup>63</sup> <http://www.dca.gov.uk/peoples-rights/human-rights/index.htm>

<sup>64</sup> <http://www.dti.gov.uk/europeandtrade/key-trade-issues/gender/gegt/page34577.html>

<sup>65</sup> <http://www.dti.gov.uk/files/file35745.pdf>

<sup>66</sup> <http://www.crimereduction.gov.uk/dv/dv01.htm>

<http://www.homeoffice.gov.uk/crime-victims/reducing-crime/domestic-violence/>

<sup>67</sup> [http://www.womenandequalityunit.gov.uk/women\\_work\\_commission/index.htm](http://www.womenandequalityunit.gov.uk/women_work_commission/index.htm)

<sup>68</sup> <http://www.womensenterprise.co.uk/>

<sup>69</sup> [http://press.homeoffice.gov.uk/press-releases/Promoting\\_Human\\_Rights,\\_Respecti?version=1](http://press.homeoffice.gov.uk/press-releases/Promoting_Human_Rights,_Respecti?version=1)

orientation, age and disability. The team is supported by the Diversity and Equality Branch of DTI's Employment Relations Directorate. The Sex Discrimination and Equality Co-ordination Team also supports the Cabinet Sub-Committee on Equality.

Are there any special legal institutions such as special courts to assist the implementation of gender equality laws e.g. employment tribunals, domestic violence courts?

See above: employment tribunals and domestic violence courts.

*Dedicated to gender or integrated with other equalities?*

Is the gender equality body (enforcement or monitoring agency) integrated with machinery for other equalities issues (if so which) or for human rights?

YES

If yes:

When did this happen?

In October 2007, the EOC was replaced by the Equality and Human Rights Commission,

Was the change controversial (who fought whom, allied to whom)?

Yes. All existing equalities bodies<sup>70</sup> had concerns about the new body (in relation to concerns about loss of expertise, lack of resources, and potential competitions between different strands), with possibly the strongest opposition initially coming from the Commission for Racial Equality (see below for more detail).

Is the division of responsibilities by function or by strand?

Yet to be confirmed, but most likely by function.

Is there a separate mechanism for consulting civil society by strand, including women?

Existing mechanism for gender is the Women's National Commission, which is currently undergoing a review.

Does the equality body actively engage with the issue of intersecting inequalities (e.g. gender and ethnicity, gender and disability)? If yes, please specify the intersections that are taken into account.

Documents relating to the establishment of the CEHR (e.g. the government White Paper 'Fairness for All' 2004) claim that one of the potential advantages of a single equality body is that it will be able to attend to issues of multiple discrimination. However, the way in which the body addresses intersectionality *in practice* remains to be seen.

[In Northern Ireland, the Equality Commission<sup>71</sup> does not appear to actively engage with intersecting inequalities, as assessed by their research and publications].

If the gender equality body is not integrated with machinery for other equality issues, does the gender equality body and any other single strand equality body actively engage with the issue of intersecting inequalities? If yes, please specify the intersections that are taken into account by each of the equality bodies.

Gender equality body- Yes. The Equality Opportunities Commission has addressed the intersecting inequalities of gender and ethnicity (e.g. a recent project looked at the discrimination experienced by various minority ethnic groups of women in the labour market).<sup>72</sup>

Disability equality body- Yes. The Disability Rights Commission has addressed the intersection of disability with ethnicity,<sup>73</sup> and disability and age (focusing on the experiences of young disabled people).

Race/ethnicity equality body- No. The Commission for Racial Equality does not appear to have explicitly addressed intersecting inequalities in its recent activities.

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<sup>70</sup> <http://www.eoc.org.uk/PDF/article13response.pdf> EOC submission

[http://www.drc.org.uk/library/policy/other\\_issues/disability\\_rights\\_commission\\_b.aspx](http://www.drc.org.uk/library/policy/other_issues/disability_rights_commission_b.aspx) DRC response

[http://www.cre.gov.uk/downloads/ffa\\_cre\\_response.doc](http://www.cre.gov.uk/downloads/ffa_cre_response.doc) CRE response

<sup>71</sup> <http://www.equalityni.org/sections/default.asp?secid=0>

<sup>72</sup> <http://www.eoc.org.uk/Default.aspx?page=17927>

<sup>73</sup> [http://www.drc-gb.org/newsroom/events/race\\_disability\\_human\\_rights.aspx](http://www.drc-gb.org/newsroom/events/race_disability_human_rights.aspx)

Given the limited period that the EHRC has been operating, it is difficult to assess the extent to which it engages with the issue of intersecting inequalities.

#### *Relationship of machinery with civil society*

Are there procedures for the consultation of women's groups in civil society by the gender or equalities machinery? If so, are they routinised or occasional?

YES, routinised

Women's National Commission<sup>74</sup>

The Women's National Commission was set up in 1969 as the official independent body advising on the views of women to government. It is a non-departmental body which is funded by government but able to comment freely on government policy, acting as the key institutional link between civil society and the state. The WNC is based within the Department for Communities and Local Government. The WNC liaises with, and is consulted by, the Women and Equality Unit as well as other government departments.

The consultation procedure can be considered routinised (or 'institutionalised') given the existence of this body and the frequency with which they communicate with government on gender related policy matters.

The WNC consults with (over 400) partner women's organisations in UK.

(As well as the WNC making submissions to government consultation papers, women's organisations also make independent submissions).

The WNC is currently being reviewed whereby staff of the WNC, partners, stakeholders, and government officials are considering the activities of the organisation.<sup>75</sup>

On key changes in policy (e.g. introduction of paternity leave, changes in social security benefits), the government department responsible will often issue one or two consultation documents (initially a 'green paper' then a 'white paper') where organisations are invited to submit their views on the policy prior to it becoming a bill. Sometimes consultation events are held in various locations across the country.

Other groups in civil society responding include: Trade Unions, disability groups, LGBT groups, Age Concern.

Employers' responses: through Confederation of British Industry (see below).

Other bodies- are consulted but on a more occasional and ad hoc basis. For example, the Women's Budget Group has had an advisory role on some issues with the Treasury.

## **4. Policy summary questions**

### **4.1 Non-employment**

Is the tax system household based or individualised?

Individualised

Is the benefit system household based or individualised?

Household

How long is it legitimate for lone parents not to be in paid work? (i.e. at what age does the youngest child reach before parent is required to be available for employment and benefit stops)

16 years

Are there *active* labour market programmes (i.e. programmes to help people who are out of labour market back into paid employment, includes training and job placement schemes) for lone parents?

Yes

Are there active labour market programmes for women who are returning to employment after lengthy period of time out of the labour market?

Yes

What is the minimum amount of childcare that is provided by the state? (e.g. number of hours, no. of weeks per annum)

- Childcare: care (under 3 years)

Not specified

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<sup>74</sup> <http://www.thewnc.org.uk/>

<sup>75</sup> [http://www.thewnc.org.uk/about\\_us/index.html](http://www.thewnc.org.uk/about_us/index.html)



- **Childcare: pre-primary education (3 yrs- school age)**

All three and four year olds are entitled to up to five two-and-a-half hour daily sessions a week, for three terms each year, with a 'registered provider' such as a school, nursery or playgroup.<sup>76</sup>

What is the predominant form of childcare provision? i.e. public, private or mixed.

Mixed

How is childcare financed (e.g. by public funds, privately or mixed)?

Mixed.

Is the pension age the same for women and men? If so, since when?

State Pension Ages will be equalised at 65 from 6 April 2020<sup>77</sup> (The Pensions Act, 1995). The increase will be phased in over a ten-year period from 2010 to 2020.

#### 4.2 Intimate citizenship

Is abortion legal?

Yes (still illegal in Northern Ireland) but 'not on demand'. Requires approval of two medical doctors.

If so, in what year did this happen?

1967 (not Northern Ireland)

Up to which week of pregnancy is abortion legal?

24<sup>th</sup> week – with approval

Are there any other conditions? Yes If so, what are these (e.g. consent of doctor/s, counselling)?

Not available "on demand", requires the consent of two doctors - stating that to continue with the pregnancy would present a risk to the physical or mental health of the woman or her existing children.

How many abortions are carried out per year (select most recent year where data available. If illegal, approximately how many women travel to access abortion services in another country?)

#### Abortions carried out in England and Wales 2006<sup>78</sup>

Women's country of residence	England	Wales	Scotland	Northern Ireland
Abortion rate, (age standardised per 1,000 resident women aged 15-44yrs)	18.3			
Total number of abortions	193,700		362	1,295

Is a marriage a state based contract, religious contract or both?

State contract

Is divorce legal and what are the conditions for divorcing (e.g. is mutual consent necessary / sufficient)?

Divorce is legal, mutual consent is sufficient but not necessary.

Are there any restrictions to marriage other than the gender of the partners (e.g. nationality, country of origin)?

No, not apart from an age limit when crossing borders. Currently the minimum age at which foreign nationals can receive marriage visas to enter Britain is under discussion to be raised from 18 to 21 in an attempt to prevent forced marriages.

<sup>76</sup> [http://www.direct.gov.uk/en/Parents/Childcare/DG\\_4016029](http://www.direct.gov.uk/en/Parents/Childcare/DG_4016029)

<sup>77</sup> Murphy, Claire, (2004) Public Awareness of State Pension Equalisation. Department for Work and Pensions, research summary. <http://www.dwp.gov.uk/asd/asd5/summ2003-2004/221summ.pdf>

<sup>78</sup> [http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsStatistics/DH\\_075697](http://www.dh.gov.uk/en/Publicationsandstatistics/Publications/PublicationsStatistics/DH_075697)

Are civil partnerships/civil unions/gay marriage legal and if so, are the legal rights the same as for heterosexual marriage? Consider the following (Yes/ no + year when introduced):

Does it extend to:

- survivors' benefits in pensions? Yes (but not initially)
- adoption rights? Yes
- parental leave? Yes
- assisted reproduction? Yes
- Family reunification – have partners the right to settle and be employed in the country where their partners live? No

Civil partners will have equal treatment in a wide range of legal matters with married couples. These include rights to survivor pensions, recognition for immigration purposes (same rules apply as for married couples), equal treatment for tax purposes, including inheritance tax, and protection from domestic violence. Civil partners are also exempt from testifying against each other in court, just like married couples, and gain next of kin rights, which avoids any problems regarding visiting rights in hospital.

- Tax, including inheritance tax
- Employment benefits
- Most state and occupational pension benefits
- Income-related benefits, tax credits and child support
- Duty to provide reasonable maintenance for your civil partners and any children of the family
- Ability to apply for parental responsibility for your civil partner's child
- Inheritance of a tenancy agreement
- Recognition under intestacy rules
- Access to fatal accidents compensation
- Protection from domestic violence
- Recognition from immigration and nationality purposes

Number of registered civil partnerships, annually and in total?

**Civil partnerships December 2005-December 2006<sup>79</sup>**

	Male	Female	Total
<b>UK</b>	10935	7124	18,059
<b>England</b>	9,913	6,260	16,173
<b>Wales</b>	318	309	627
<b>Scotland</b>	633	498	1,131
<b>Northern Ireland</b>	71	57	128

### 4.3 Gender-based violence

Has there been a national survey on gender based violence? When was the most recent one carried out?

British Crime Survey (BCS) is carried out each year with over 50,000 interviews of people aged 16 or over.<sup>80</sup> There are statistics on the various forms of Gender based violence in the UK, but these are not always accessible in the public domain.

Does it include:

- Domestic violence and violence in partnerships?  
YES
- Sexual assault/violence and rape?  
YES
- Sexual harassment and stalking?  
Sexual harassment no, stalking yes
- Trafficking and prostitution?  
NO

<sup>79</sup> <http://www.statistics.gov.uk/cci/nugget.asp?id=1685>

<sup>80</sup> Latest full results are contained in "Crime in England and Wales 2006/2007." See <http://www.homeoffice.gov.uk/rds/crimeew0607.html>

- Forced marriage, honour crimes and FGM?  
NO

#### 4.3.1 Domestic violence

What (civil law) legal devices are available to prevent domestic violence? Do they target perpetrators and/or victims? (Yes/ no + year when introduced). Devices could for instance include:

- restraining orders  
YES, The Protection from Harassment Act 1997
- non-molestation orders  
YES, (breach of nm-order is a criminal offence since the 2004 Domestic violence and Victims Act).
- occupation orders  
YES
- state funded perpetrator programs  
YES
- other devices?
  - Since the Crime and Disorder Act 1997 local authorities & the police have a duty to work together (and with other agencies) to tackle crime at local level through provisions of a Community Safety Strategy that should include domestic violence.
  - Since the Protection from Harassment Act 1997, the police can arrest without warrant anyone whom they suspect of committing either criminal harassment or who is reasonably knowingly causing fear of violence.
  - Statutory Domestic Violence homicide reviews for adults (2004 Domestic violence and Victims Act).
  - Victims Code of Practice and Commissioner for Victims and Witnesses. The Code should ensure that domestic violence survivors are given clear information about the whole criminal justice process from the reporting of an incident through to prosecution and sentencing and inform of what support is available (2004 Domestic violence and Victims Act).

What is the prevalence of domestic violence against women, in one year? (from the survey) <sup>81</sup>

Non-sexual domestic abuse, threat or force in past 12 months: 6%.

Any form of interpersonal violence in past 12 months: 13 % of women.

What is the life time prevalence of domestic violence against women? (from the survey)

Domestic abuse, threat or force (non sexual): 26 %<sup>82</sup>

Domestic threat or force: 21%.

What is the number of incidents of domestic violence against women, in one year (from the survey)

Estimated 12.9 million. If the definition of domestic violence is limited to non-sexual force, then there were 8.3 million incidents against women (Walby & Allen, 2004).<sup>83</sup>

What is the number of incidents of domestic violence reported to the police (annual)? (If not available, say so).

40.2% of actual domestic violence crime is reported to the Police.<sup>84</sup> (

What is the number of domestic violence convictions in the courts? (If not available say so)

N/A

What is the attrition rate for domestic violence in the criminal justice system (convictions as % of reports to police)? (if not available say so)

N/A

<sup>81</sup> Walby Sylvia & Jonathan Allen (2004) *Domestic violence, sexual assault and stalking: Findings from the British Crime Survey*. Home Office Research Study 276. Home Office Research, Development and Statistics Directorate March 2004, p. 14 <http://www.lancs.ac.uk/fss/sociology/papers/walby-hors.pdf>

<sup>82</sup> Includes women aged 16 to 59 experiencing at least one incident of non-sexual domestic abuse, threat or force since the age of 16. Equivalent percentage for men is 17%. (Walby & Allen, 2004).

<sup>83</sup> British Crime Survey estimated 12.9 million incidents of domestic violence acts the year prior to the survey (Walby & Allen, 2004) <http://www.lancs.ac.uk/fss/sociology/papers/walby-hors.pdf>

<sup>84</sup> British Crime Survey, Dodd et al, July 2004).

### 4.3.2 Rape & Sexual assault<sup>85</sup>

When was marital rape criminalized?

1991

What is the number of annually reported incidents to the police?

Sexual Offences: 57 542 (2006/07)

Rape:<sup>86</sup>  
12 630 (2006/07)  
13,712 (2005/06)  
12,354 (2003/04)  
9,734 (2001/02)

What is the attrition rate for rape in the criminal justice system (convictions as % of reports to police)? (if not available say so)

UK conviction rates for rape (Kelly, Lovett, and Regan, 2005):

- 1977: 33.3%
- 1999: 7.7%
- 2002: 5.6%
- 2004: 5.3% - (representing 1 in 20 reported cases) (OCJR, 2006)

What is required for an act to be considered to be rape, e.g.:

- lack of consent (since when)  
YES – non consent is ‘enough’ (Sexual offences Act 2003)  
Definition of consent: “a person consents if he agrees by choice, and has the freedom and capacity to make that choice”. The Government has recently consulted on the need for changes to the current law, in ‘Convicting Rapists and Protecting Victims – Justice for Victims of Rape’. The results of this consultation have not yet been published.
- physical resistance? (since when)  
Not required
- Other? -

Is any characteristic of victim or perpetrator considered relevant (e.g. age, sex), and if so which characteristic?

Legislation bars people accused of rape from personally questioning their alleged victims in court has come into force in Scotland.

Under the new legislation, the accused must be legally represented throughout the trial - with their lawyers carrying out any questioning of witnesses.

### 4.3.3 Trafficking for sexual exploitation

Has the government signed and ratified the European Convention on human trafficking (date)

YES, 23 March 2007. Has not yet ratified the convention.<sup>87</sup>

Is trafficking primarily seen as a problem of the sending or the receiving country?

SENDING. When receiving, it is predominantly seen as an immigration related problem. There is for instance only one state funded refugee for victims of trafficking in the UK, it has 35 beds (POPPY).

<sup>85</sup> British Crime Survey 2006/2007 <http://www.homeoffice.gov.uk/rds/pdfs07/hosb1107.pdf>

<sup>86</sup> Between 75-95% of rapes are never reported to the police (HMCPs & HMIC, 2007) In 2004, Walby & Allen found that during 2001 it was estimated that 190,000 incidents of serious sexual assault and 47,000 female victims of rape/attempted rape, based on the British Crime Survey 2002

<sup>87</sup> <http://conventions.coe.int/Treaty/Commun/ChercheSig.asp?NT=197&CM=1&DF=&CL=ENG> (2008-03-12)

Are women victims of trafficking, when identified as such, given temporary/permanent residence permits? How long?<sup>88</sup>

Policy to return women victims of trafficking within 48 hours. There is however a 30 day reflection period, should the woman consider cooperating with the police.<sup>89</sup> In such cases, there are residence permits if the victim decides to cooperate with the police/court/authorities.

There are no temporary residence permits in the UK.

One successful case in the UK where a woman was granted residence permit on grounds of asylum.<sup>90</sup>

#### 4.3.4 Intersections

Have specialised policies and practices in relation to gender-based violence in minority communities been developed by:

- Police: YES
- NGOs: YES
- Local Authorities / government: YES
- Other: Court trainings

#### 4.3.5 Service provision

Are there refuges and/or sexual assault centres? (dates) YES

How many are there?

Approximately 200 refuge all in all. Partly state funded.

15 Sexual Assault Referral Centres (SARCs) providing specialist medical treatment and counselling to victims of rape.

Women's Aid is a major provider of telephone help lines and shelters through affiliated organisations.

Refuge provides refuges.

There are also shelters for battered men, at least two (Wales and London). First in Wales was set up in 2004

When was the first set up? 1971

Are they state funded, to what extent? YES, partly.

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<sup>88</sup> COE recommends permanent, at least for women who are willing to witness in court against traffickers)

<http://assembly.coe.int/Main.asp?link=/Documents/AdoptedText/ta02/EREC1545.htm>

2004 EU directive on short-term residence permits for victims of trafficking automatically provides for 6 month residence permits.

<sup>89</sup> As suggested by the Council of Europe Convention on Action against Trafficking in Human Beings

<sup>90</sup> <http://www.glasgow.gov.uk/NR/rdonlyres/5669451E-B451-4608-9EB4-0E47A34B2D9B/0/TraffickingReport.pdf>

## CIVIL SOCIETY AND ENGAGEMENT IN POLICY MAKING

### 5. Political system

#### 5.1 On what state level are policy decisions made (e.g. national, federal, provincial, local)?

Mainly on national level. There are some policy areas where decision making power has been devolved to the Scottish Parliament, the Welsh Assembly and the Northern Ireland Assembly, but mainly policy making comes from Westminster in the UK (England).

#### 5.2 To what extent and how are social partners (employers & trade unions/capital & labour) integrated in policy decisions?

The Social Partners are formally consulted as any other civil society organisation. No special consultation procedure of other arrangements.

Are there legally binding decision making processes similar to the EU Social Partners Framework agreements (e.g. as the Parental Leave Directive)?

NO, decision making is not corporatist or neo corporatist in the UK. Legislation comes from Parliament without any institutionalised processes involving the social partners exclusively. The law takes precedence over trade union bargains in the UK, and any individual can take complaints to court.

Would the political system be possible to describe as corporatist or neocorporatist where hierarchically ordered trade unions and/or employer and/or other civil society organisations are institutionally incorporated in policy making?

No, neither corporatist nor neo-corporatist.

What was/is the gender composition in the decision making process of social partners framework agreements (if there are any such agreements)?

No existing national legally binding agreements. Women are however underrepresented in the social partners' decision-making bodies.

#### 5.3 In which policy environment (ministry) is a decision on the issue made (for each area)

General gender equality policies: Women and Equality Unit (Dept. of Communities and Local Government was the home department of the Women's and Equality Unit up until July 2007, and lots of policy making has therefore been initiated by that department.)

Non-employment: Women and Equality Unit (Department of Trade and Industry, Department of Work and Pensions, Department for Education and Skills, Treasury)

Intimate citizenship: Women and Equality Unit (Dept of Health, Dept. of Communities).

Gender based violence: Home Office is the lead department.

### 5.4 Political cleavages

Is the state consociational or not, i.e. are there major internal divisions (ethnic, language, religion etc) where neither of the groups form a majority while, at the same time, the political regime can be considered to be stable?

NO, nonconsociational. Clear domination by a white, English, English speaking, Christian, majority combined with a one party rule system.

What are the main existing salient political cleavages within the state, and on what dimension (e.g. language, region, religion, nationality)?

Historically race (Caucasian vs. African/Caribbean) and more recently Muslim/non-Muslim. In addition to these, one have to remember the division between the English, Scottish, Welsh and Northern Irish population within the UK, which is visible within policy making, political culture and the institutional political system.

When, if at all, was CEDAW signed?

Signed in 1981.

Ratified in 1986.

Acceded to CEDAW Optional Protocol in 2004.

When did the country join the EU?

1973

## 6. Political Representation

### 6.1 The development of women's political representation, including:

#### Date of female suffrage<sup>91</sup>

Women received the right to vote on equal grounds with men in 1928, i.e. to vote in all general elections at the age of 21. In March 1928 a bill was introduced and it met little opposition in Parliament and became law on 2<sup>nd</sup> of July the same year.

In 1918, women over 30 were granted the right to vote, but at the time all men over 20 were granted suffrage.

Note any caveats, e.g. age, property qualification, ethnicity, and when removed.

The main caveat in the voting rights history of the UK, in addition to gender, has been property qualifications. These have gradually been removed and were completely abandoned in 1928; they were abandoned for men in 1918.

Residency: to vote in the general election to the national parliaments, you must have lived in the UK in the past five years.

1832 Reform Act: Reinstating of women's lack of right to vote.<sup>92</sup> Extension of voting rights to adult males who rented land of a certain value, allowing 1/7 of UK males the right to vote.

1867 Reform Act: enfranchised all male householders.

1884 Representation of the People Act 1884: amended the 1867 Reform Act so voting rights would apply equally to the countryside. 60% of all males got voting rights, but women were still disenfranchised

1894 Local Government Act: gave women right to vote in local elections

1918 Representation of the people Act enfranchised all women over the age of 30. Consequence of women's movement and World War I where women had been working in factories and elsewhere as part of the war effort. Property restrictions were lifted for men, who were given the right to vote when over 21. Women's votes were however given with property restrictions, and were limited to those over 30. Electorate raised from 7.7 million to 21.4 million, out of which 40 % were women. 7% of electorate had more than one vote

1928 Representation of the People Act made women's voting rights equal with men's. Everyone could vote at the age of 21. All property restrictions were lifted. One vote/person introduced.

#### Date of male suffrage

1918. Age restriction set to 21.

#### Use of quotas<sup>93</sup>

- When introduced? No parliament quotas.
- What form e.g. party, electoral, constitutional? N/A

Political party gender quota for electoral candidates have been used though. In 1992 the Labour Party introduced an all-female shortlists for 50% of vacant and winnable seats. This was overturned by an Industrial Tribunal ruling in favour of rejected male candidates that the policy was against the Sex discrimination Act of 1975.

For the 1997 General Election the Labour Party ring-fenced 50% of their winnable seats for female candidate-only shortlists. Subsequent to the 2001 General Election, the Parliament passed the Sex Discrimination (Election Candidates) Act, which allows political parties to use positive action to get more women into Parliament without infringing employment law. In the 2005 elections Labour reintroduced all-women shortlists in 30 constituencies. The constituencies only entailed seats the party expected to win.<sup>94</sup>

The conservative party has no party quota or women only shortlist

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<sup>91</sup> See Inter-Parliamentary union (IPU) website: <http://www.ipu.org/wmn-e/world.htm>

<sup>92</sup> Women were not formally prohibited from voting until the 1832 Reform Act and the 1835 Municipal Corporations Act. In practice, however, they were.

<sup>93</sup> See IDEA: <http://www.idea.int/gender/index.cfm>

<sup>94</sup> IDEA Global Database of Quotas for Women

The Liberal Democrats adopted a 40% target of women candidates in 2001, but has rejected any all-women shortlists. Prior to the 2005 elections, the party placed women in 40% of the "winnable seats". For the European election in 1999, the Liberal Democrats implemented a "zipping system" on their candidate lists. In the subsequent European Parliament election in 2002, the Liberals did not use the zipping system.<sup>95</sup>

There are quotas in the devolved parliaments, which have been effective. The Labour Party used a system of twinning for the 1999 Scottish Parliament and National Assembly for Wales. The "winnability" of the seats was taken into account, so that each pair would select one man and one woman. Under this twinning system, the members of the two constituencies come together for the purposes of selecting candidates. Party members have two votes - one for a woman and one for a man. The man and woman with the most votes is selected."<sup>96</sup>

### What is the numerical representation of women in parliament? (over QUING period)

- Was the increase in women's representation a gradual increase since suffrage, or were there any key turning points? E.g. quotas, 1989.

Gradual since suffrage, but with a huge step with the 1997 election when Labour came into government.

- Other important developments

Gradual, but major shift with New Labour in 1997

Since the partial enfranchisement of women in 1918 (all women aged 30 and over) and full enfranchisement on the same terms as men in 1928 (all women aged 21 and over), women's level of representation in the UK parliament has consistently been at a low level, though there was a marked increase in 1997. The number of women elected has however steadily increased, with the exception of the general election prior to 2002 when there was a drop in the number of women elected to Parliament. From 1918, when women were first allowed to stand for election, until the 1997 election, at total of 168 women had been elected MPs – placing the UK on the 49<sup>th</sup> place for the proportion of women MPs in the lower house (smaller percentage than any other European country). By 2007, out of 4,500 MPs elected, only 240 have been women<sup>97</sup> Notable increases in women's representation in the 1997 general election and in the 1999 Scottish Parliament election suggest that women only shortlist, twinning and zipping measures have an impact (*Mackay, 2003*) The passage of the Sex Discrimination (Election Candidates) Act by the UK Parliament in 2002, which enabled positive action measures to be taken by political parties without fear of contravention of sex discrimination legislation, represented an endorsement of the need for such measures, though any initiatives to increase women's representation remain a matter for individual political parties to decide.<sup>98</sup>

The 1997 general/parliament election is identified as a key turning point. The number of women elected doubled, from 60 to 120. This is at least partly due to positive action measures taken by the Labour Party in the run up to the election. The 1997 labour women only shortlist lead to a doubling of women MPs, from 62 to 121, corresponding to 18% of UK MPs. (four Cs; culture, childcare, cash & confidence – Fawcett). Voter turn out was 59%.<sup>99</sup> However, a ruling in an employment tribunal (case of Jepson) made all women shortlist illegal under section 13 of the Sex Discrimination Act 1975

In 2002 the UK government passed the Sex Discrimination (Election Candidates) Act which enabled, as in allowed rather than forced, political parties to adopt positive measures to improve the gender balance of candidates. It is thereby an internal political party matter, rather than a government/policy matter, to further change the gender balance by positive action measures..<sup>100</sup> In effect, it permits, but does not oblige, political parties to use positive action to increase the number of women elected at parliamentary in the EU, Scottish Parliament, Welsh Assembly and local authority elections.<sup>101</sup>

<sup>95</sup> IDEA Global Database of Quotas for Women

<sup>96</sup> IDEA Global Database of Quotas for Women

<sup>97</sup> <http://www.theyworkforyou.com/lords/?id=2001-12-20a.384.1&s=speaker%3A13611>

<sup>98</sup> Scottish Executive (2007) *A Gender Audit of Statistics: Comparing the Position of Women and Men in Scotland* <http://www.scottishexecutive.gov.uk/Publications/2007/03/27104103/6>

<sup>99</sup> <http://www.idea.int/news/newsletters/upload/Handout%20Cardiff.pdf> DOUBLE Check, parliamentary debate says 119 women were elected <http://www.theyworkforyou.com/lords/?id=2001-12-20a.384.1&s=speaker%3A13611>

<sup>100</sup> <http://www.scottishexecutive.gov.uk/Publications/2007/03/27104103/6>

<sup>101</sup> <http://www.theyworkforyou.com/lords/?id=2001-12-20a.384.1&s=speaker%3A13611>



Male and Female MPs 1979 to 2005 <sup>102</sup>				
Election Year	Male	Female	Total	Female % of total
1979	616	19	635	3
1983	627	23	650	4
1987	609	41	650	6
1992	591	60	651	9
1997	609	120	659	18
2001	541	118	659	18
2005	609	127	646	20

Women MPs by party <sup>103</sup>								
Year	Number				Percentages of party total			
	Labour	Cons.	LibDem	Other	Labour	Cons.	LibDem	other
1987	21	17	1	2	9	5	5	9
1992	37	20	2	1	14	6	10	4
1997	101	13	3	3	24	8	7	10
2001	94	14	5	5	23	8	10	17
2005	98	17	10	3	28	9	16	10

At local government level the levels of women's representation range from 27 per cent in England, to 22 per cent in Scotland, and only 20 per cent in Wales. Scotland and Wales have both been more successful in ensuring a fairer degree of representation for women. Women make up 37.2 per cent of the Members of the Scottish Parliament and 41.7 per cent of the Members of the National Assembly for Wales. Until 1997, the percentage of women was extremely low and it was not until New Labour came into power in 1997 that the number of women in parliament exceeded 10%.

Year	Column Percentages of Women in Parliament	
	Scotland <sup>104</sup>	UK
1983	3	4
1992	7	9
1997	17	18
2007	37	18

## 6.2 Political representation for intersecting inequalities:

- Class (e.g. was male suffrage granted in stages with property qualifications; representation in parliament)
- ethnicity/religion (what exclusions and when; numerical representation in parliament)
- Other important intersecting inequalities, any quotas?

Male suffrage granted in stages with class and property restriction gradually being removed throughout the late 1800s and early 1900. Also a gradual removal of more than one vote per man throughout the 1800s. Final universal male suffrage 1918.

<sup>102</sup> <http://www.parliament.uk/commons/lib/research/notes/snsg-01528.pdf>

<sup>103</sup> <http://www.parliament.uk/commons/lib/research/notes/snsg-01528.pdf>

<sup>104</sup> EOC (2007) *Sex and Power: Who runs Scotland?* [www.eoc.org.uk/PDF/sexandpower\\_scot\\_2007.pdf](http://www.eoc.org.uk/PDF/sexandpower_scot_2007.pdf). See also Burness, C (2005) *Scottish Women in Formal Politics since 1918*. (Compiled from Craig, F W S (1989), *British Electoral Facts, 1832-1987*; Times Guides to the House of Commons, and House of Commons Library, Research Paper 05/33, General Election 2005).

Ethnic representation in parliament: 15 ethnic minority MPs, 2.3% compared to 7.9 in general population.<sup>105</sup> Ethnicity as such no restriction, but citizenship required as well as residency in the past 5 years. Early 2000 saw a debate in parliament on whether or not to introduce positive duty on political parties in relation to ethnicity and race.<sup>106</sup>

On 20 January 1999 a Government White Paper “Modernising Parliament: Reforming the House of Lords” was published and a Royal Commission was establishment. The Royal Commission, chaired by Lord Wakeham, was established to consider the role and functions of the House of Lords and the method or combination of methods of its composition. The Royal Commission’s report “A House for the Future” was published on 20th January 2000. One of the Royal Commissions key recommendations included a statutory minimum of 30% women members, fair representation for ethnic minority groups, and a broader range of religious representation than at present.

**6.3 Political parties and gender**

Does women’s political representation vary by Party; if so, do these Parties tend to represent different class, ethnic, religious or other interests?

Yes, Labour party and Liberal Democrats have a remarkably higher representation of women, in the UK overall, but also in the devolved parliaments. Comparatively and in relation to the main opposition party/ies, the parties with higher representation of women would be considered to represent less non feminist interests, less non-working class interests and would also be considered more green, and overall more aware of the intersecting inequalities addressed in QUING.

What is the current Party/Parties in Government:

Labour party (since 1997)

With which European Parliament political group is this Party/parties affiliated?<sup>107</sup>

Party of European Socialists (PES)

What political party/parties have held office during 1995-2007

1997-2007: The Labour Party

1979-1997: The Conservative party. The Conservatives have been in government for about two thirds of the 20<sup>th</sup> Century.

**Parliament election results by gender and party 2007<sup>108</sup>**

Party	Women	Men	% Women	EU Party
Labour	257	95	27	PES
Conservatives	179	17	9	EPP-ED
Liberal Dem	54	17	14	ELDR

Party	Seats	Political/ideological orientation
Labour	352	Class. Traditionally left wing, now more centre than left. Free market policies replaced socialist platform. Socially progressive. Trade unions.
Conservative	196	Class. Centre right to right wing. Socially conservative, free market, EU opposition

<sup>105</sup> [http://www.theequalitiesreview.org.uk/upload/assets/www.theequalitiesreview.org.uk/interim\\_report.pdf](http://www.theequalitiesreview.org.uk/upload/assets/www.theequalitiesreview.org.uk/interim_report.pdf)  
<sup>106</sup> “A positive duty should be imposed on political parties under the Race Relations (Amendment) Act 2000 and then under an amended version of the Sex Discrimination Act, unless Members of both Houses consider—and this is arguable—that it is not the place of Parliament to regulate political parties at all, notwithstanding the Political Parties, Elections and Referendums Act 2000, which does a great deal in this field. I can understand the Government saying that they will not impose positive duties on political parties. So the next thing that the law can do is to have a carefully tailored exception to allow positive action which is necessary and proportionate” Lord Lester of Herne Hill (Liberal Democrat)<http://www.theyworkforyou.com/lords/?id=2001-12-20a.384.1&s=speaker%3A13611>  
<sup>107</sup> See list Of EP political groups: [http://www.europarl.europa.eu/groups/default\\_en.htm](http://www.europarl.europa.eu/groups/default_en.htm)  
<sup>108</sup> <http://www.qub.ac.uk/cawp/Irishhtmls/TD1.htm>

Liberal Democrat	63	Traditionally centrist, moved left since the emergence of New Labour; supports greater European integration; socially progressive
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[Main European Political Parties \(each footnote provides a link to party's website where you can find their national political party members\)](#)

- European People's Party (EPP): Centre right Christian democrats and conservatives. The largest group in the European Parliament with 277 members.<sup>109</sup>
- Party of European Socialists (PES): Social democrats, democratic socialists. With 218 members the PES's socialist group is the second largest group in the.<sup>110</sup>
- European Liberal Democrat and Reform Party (ELDR): Liberal democrats and centrist, the ELDR is the third-largest political party represented.<sup>111</sup>
- European Free Alliance (EFA): Pro devolutionists, independence<sup>112</sup>
- European Green Party: Greens, ecologists, environmentalists<sup>113</sup>

## 6.4 Representation in government

[What percentage of government Ministers are female?](#)<sup>114</sup>

Women Cabinet members: 5/22=23% (July 2007)

Women ministers: 9/30=30% (July 2007)

[To which Ministries do female ministers belong?](#)

Cabinet members:

Leader of the House of Commons (and Lord Privy Seal) and Minister for Women (Harriet Harman QC MP

Secretary of State for the Home Department (Jacqui Smith)

Leader of the House of Lords (Baroness Ashton of Upholland)

Secretary of State for Communities and Local Government (Hazel Blears)

Secretary of State for Transport (Ruth Kelly)

Other ministers

Minister for the Olympics and London (Tessa Jowell)

Minister for Children and Youth Justice (Beverley Hughes)

Minister for Housing (Yvette Cooper)

Attorney General (Baroness Scotland of Asthal)

## 7 Civil society

### 7.1 Gender

[Is there one \(or more than one\) national organisation that coordinates feminist and women's organisations.](#)

Yes. Several organisations coordinate member organisations that organise on a local level. There are different structures of this coordinating, ranging from a ventral office with employed staff and formal membership, to centrally organised campaigns with temporary and diverse organisations. Most of them found in general and GBV.<sup>115</sup>

[National Organisations of Women's Organisation \(NAWO\)](#) founded in 1989 and coordinates some 100 women's organisations in England, and is also the England representative to the EWL, as well as the

<sup>109</sup> [www.epp.org](http://www.epp.org)

<sup>110</sup> [www.pes.org](http://www.pes.org)

<sup>111</sup> <http://www.eldr.org/>

<sup>112</sup> <http://www.e-f-a.org/>

<sup>113</sup> [www.europeangreens.org](http://www.europeangreens.org)

<sup>114</sup> See IPU: <http://www.ipu.org/wmn-e/world.htm>

<sup>115</sup> What to do with: National Council for Women in Great Britain (NCWGB) has organised since 1895 and works to "improve the quality of life for all, especially for women". Both members in branches and individual m. Approximately 50 women's organisations are affiliated to NCWGB. Together with NCWs from sixty different countries, NCWGB is affiliated to the International Council of Women. Some diversity agenda, ethnicity. Equality and diversity. NCW monitors legislation, represents women's opinions and concerns to Parliament and systematically follows them up.<sup>115</sup>

English member of UK EWL representative.<sup>116</sup> NAWO came into existence prior to the EWL. Strong international focus, CEDAW, BPfA we contribute to alternative reports on the implementation of CEDAW by the UK government. NAWO is accredited to ECOSOC and regularly attends sessions of the Commission on the Status of Women, contributes to the Alternative Report to CEDAW. Has permanent office in London with 2 full time, paid staff, management committee of five women.. Also partly paid interns and volunteers. Funded through non state sources. Engage mainly with gender and ethnicity/race. NAWO also works in partnership with the Women's National Commission (the advisory body to government on women's issues).<sup>117</sup>

- Engender (Scotland) – 2 full time staff and 1 volunteer worker. Permanent office in Edinburgh. 300 women organised in Engender (!) Works closely with the Scottish Women's Budget Group. Focus on information, research, campaigning and networking for women in Scotland. Collaborations with other groups locally and internationally . greater visibility of women and equal representation at all levels of Scottish society. Partly state funded. Offers training.
- Northern Ireland Women's European Platform (NIWEP) – 30 full member organizations, + associate members. Funded by the state. Age, religion main intersections. HR focus, CEDAW,
- Wales Women's European Network (WWEN) – claims affiliated members covers about 750 000 women. Formally consulted by the National Assembly of Wales and acts as a forum between the assembly and welsh women. Women in decision making and the promotion of the co operation between voluntary organizations as main objectives. Funded by the state.

[If so, is this the same as the body which is affiliated to the European Women's Lobby?](#)

No & yes. Several coordinating bodies. The EWL affiliated (The UK Joint Committee on Women) is not the one closest to government. The UKJCW is more of a collective name for the English, Scottish, Welsh and Ni national umbrella organisations. Out of these, the English is the main one (NAWO). However, it seems as if Fawcett Society is actually the leading women's NGO in the UK, leading in terms of closest to government, most highly organised, most resources and also covering most of the areas relevant to QUING.

[When was it established?](#)

NAWO establishes in 1989. The UKJCW are four different umbrella organisations established at different times (see section on the four organisations below)

[How many organisations are affiliated to the national body?](#) 200

[How many women are so coordinated?](#) No information

[How many staff work for the organisation \(how many paid, how many unpaid\)?](#)

NAWO has 2 full time staff at the London secretariat, and in addition to these a management committee, president, vice president. There are also a number of volunteers and interns working for NAWO. No one is employed directly by UKJCW

[What is its budget?](#)

NAWO: no information

UKJCW has no budget on its own; the four umbrella organisations constituting the UKJCW have four separate budgets

[What is its range of activities \(are these in an annual report\)?](#)

No UKJCW annual report, activities range from joint consultations on government proposals, conferences and publications on EU, human rights, employment, GBV, equal pay, gender mainstreaming and gender budgeting. The activities are however carried out by the four national coordinating bodies and their respective member organisations

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<sup>116</sup> NAWO is the lead organisation of the the UK Joint Committee on Women (UKJCW) which was set up as an umbrella to co-ordinate UK in the EWL. Formally, it is the UKJCW who is the EWL member, but in reality UKJCW doesn't really exist. there is no staff, no office, no annual report etc., It is simply an umbrella to coordinate the national co ordinations of England, Scotland, Wales and Northern Ireland.

<sup>117</sup> In the UK, 50.4 out of 60.2 million live in England. UK population breakdown: England: 83.4%, Scotland: 8.5%, Wales: 4.9%, Northern Ireland: 2.9% (Office for National statistics [www.statistics.gov.uk/CCI/nugget.asp?ID=6](http://www.statistics.gov.uk/CCI/nugget.asp?ID=6))

### Does the national body engage with all or only some of our 3 issues

Cover, more or less, all four QUING areas but least in intimate citizenship. EWL affiliated body is not very active within intimate citizenship, but covers most of the topics in the other subissues. Other coordinating bodies are mainly active within general or gender based violence.

### Are there national coordinating organisations for feminist/women's activities in: employment/non-employment; gender based violence; and intimate citizenship (if so name them)?

General: Fawcett, NAWO & The UK Joint Committee on Women (UKJCW),

Non employment: Fawcett and Women's Budget Group

GBV – End Violence Against Women (EVAW). Used to be Women's Aid.

Intimate Citizenship: Stonewall

### 7.1.1 List the key women's / feminist civil society organisations and their main methods / activities

Building autonomous institutions: most of them yes

Public protest e.g. demonstrations: most of them no

Campaigning: most of them yes

Lobbying state: most of them yes

Service provision: most coordinating organisations no, but affiliated organisations yes

Research: most of them no, not directly.

#### Are they important or marginal to national politics?

They have frequent visibility, are recognised as political actors, invited to consultations and are important enough to generate anti-feminist mobilisation.

#### Are they centralised or dispersed?

Generally centralised coordinating, while dispersed members. Centralised as in centrally coordinated in each area, but local and dispersed member organisations. In all areas, General, Non-employment, intimate citizenship, and GBV there are central organisations coordinating much of the campaigning, lobbying and writing, and then local member organisations or sub-groups that organise locally and to some extent also provide services (especially in GBV – shelters, health advice, counselling etc). 'Centralised' in this regard means two things: There is something of an umbrella structure and the central, coordinating body, is based in London.

#### National Organisations of Women's Organisation (NAWO)

- Building autonomous institutions Yes
- Public protest e.g. demonstrations No
- Campaigning Yes
- Lobbying state Yes – main method
- Service provision No

Founded in 1989 and coordinates some 100 women's organisations in England, and is also the England representative to the EWL, as well as the English member of UK EWL representative. NAWO came into existence prior to the EWL. Strong international focus, CEDAW, BPfA we contribute to alternative reports on the implementation of CEDAW by the UK government.<sup>118</sup> Lobby state institutions, organises and carries out campaigns, research and submissions to governmental consultations. Monthly e-bulletin and newsletters for members

#### Fawcett Society

- Building autonomous institutions Yes
- Public protest e.g. demonstrations No
- Campaigning Yes – main method

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<sup>118</sup> Where the The UK Joint Committee on Women (UKJCW) is the umbrella organization in the UK set up to be the UK representative in the EWL, it is actually NAWO that is the major women's org in relation to the EWL. The UKJCW comprises Engender, Network of Women's Organizations (Scotland), the Northern Ireland Women's European Platform (NIWEP), the Wales Women's European Network (WWEN) and the National Alliance of Women's Organizations (NAWO) for England. The UKJCW was set up to co-ordinate a UK view with respect to the EWL. The UKJCW is mainly concerned with employment related issues (EU/employment) and gender based violence – but not much. Equality issues such as equal pay, discrimination, parental leave etc.

- **Lobbying state** Yes – main method
- **Service provision** No
- **Research** No – evidence based campaigning.

Lobbies for more women politicians and for politicians to address women's interests/issues, women's shortlist for parliamentary elections etc, but at the same time, some of Fawcett's policy/proposals are much more radical/socially transformative. See section on liberal, radical and socialist feminist civil society such as for instance the maternity/paternity leave issues, domestic violence, the reformation of the EOC and the criminal justice system the latter demands put forward by Fawcett would, if implemented, require radical changes in the very structure of UK gender relations. In sum, Fawcett is probably not informed or based on a radical feminist basis, but their vision of the UK is fairly radical and the goals would require a profound transformation of gender relations

#### Women's Budget Group (WBG)

- **Building autonomous institutions** No
- **Public protest e.g. demonstrations** No
- **Campaigning** No
- **Lobbying State** Yes, via research papers and government consultations
- **Service provision** No
- **Research** Yes – main method

Women's Budget Group (WBG) is an independent UK organisation bringing together academics, NGO people, and trades unions forming an epistemic network to promote gender equality through appropriate economic policy. Key player in the UK and close relation with state institutions. The gender equality NGO Engender (EWL coordinator in Scotland) set up the Scottish Women's Budget Group (SWBG) have successfully lobbied for the Scottish parliament to adopt gender budgeting. In 2000, the government agreed to employ someone within the Ministry of Finance to advise government on how to initiate gender impact analysis. In Wales, organisations such as the Welsh Equal Opportunities Commission and Oxfam Wales came together in 2002 to initiate a Welsh gender budgeting group.<sup>119</sup>

#### End Violence Against Women (EVAW)

- **Building autonomous institutions** Yes
- **Public protest e.g. demonstrations** No
- **Campaigning** Yes – main method
- **Lobbying State** Yes – main method
- **Service provision** No
- **Research** No - but evidence based campaigning

EVAW coordinates women's organisations and work fairly close with the government, which does not mean that EVAW is co-opted or de-radicalised. National campaigns, research, policy papers, submissions to governmental consultations, campaigns. Collaborations with other organisations. 7 million women represented.

#### Stonewall

- **Building autonomous institutions** Yes
- **Public protest e.g. demonstrations** Yes
- **Campaigning** Yes – main method
- **Lobbying state** Yes
- **Service provision** No, assists in finding service provider though
- **Research** No

#### Stonewall<sup>120</sup>

Founded in 1989 by men and women who had been active opponents to section 28. Stonewall work in the areas of policy development (briefings and working with government, trade unions, business,

<sup>119</sup> Women's Budget Group (2002) "Gender Budgeting. A Background paper for the Council of Europe's Informal Network of Experts on Gender Budgeting"

<http://www.wbg.org.uk/pdf/Gender%20BudgetsCouncil%20of%20Europe%20Bellamy%20oo3.pdf>

<sup>120</sup> <http://www.stonewall.org.uk/>

NGOs and policy institutions); cultural and attitudinal change; lobbying for legal change (campaigns to ensure that legislation is non-discriminatory= diversity inclusion); providing information; good practice design and advice. Has offices in England, Scotland and Wales. Major lobbying focus in past years: the equalization of the age of consent, lifting the ban on lesbians and gay men serving in the military, securing legislation allowing same-sex couples to adopt and the repeal of Section 28: civil partnerships; Equality Act.<sup>121</sup>

#### Women's Aid Federation of England<sup>122</sup>

- Building autonomous institutions Yes
- Public protest e.g. demonstrations Yes
- Campaigning Yes
- Lobbying State Yes
- Service provision Yes – via the associated NGOs
- Research No – evidence based campaigning.

Grew out of a radical 1970s grass roots feminism, but has gradually been moving from a position of rejecting cooperation with state institutions to engaging with the very same institutions, and at the same time the organization seem to have gone through, or to be in the process of going through, a shift from a radical feminist position towards a more liberal one. However, Women's Aid's policy proposals emphasizes the need for profound changes in how domestic violence is treated by politicians, the legal system and the public at large and the organization insistently argue how nothing less than a profound change in UK gender relations will be sufficient to end domestic violence. Women's aid argue that domestic violence, and VAW in general, "is in fact rooted in historically entrenched structures of male supremacy" (Dean, 2007). Employs around 35 paid staff.

#### List the key anti-feminist organisations and what are their main methods/ activities?

In general/on an average:

- Building autonomous institutions: No
- Public protest e.g. demonstrations: Yes – main method
- Campaigning: Yes
- lobbying state: Yes
- service provision: No/yes, one or two has a helpline for male victims of domestic violence.
- research: No
  - Are they important or marginal to national politics? Marginal
  - Are they centralised or dispersed? dispersed

Various Men's organisations such as father's rights groups. In addition to anti feminist organisations, there are however also feminist as well as non-feminist father's/men's groups too). Lobby state/government, activism. There are also some religious groups and pro life groups. Catholic church in Northern Ireland and the lack of abortion rights for women would be the most striking example (the 1967 Act on Abortion do not apply to NI).<sup>123</sup> Religious groups in Great Britain are however also anti feminist, for instance Catholic Church's views on abortion (and civil partnership, gay adoption).<sup>124</sup>

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<sup>121</sup> Brief overview of Stonewall on Section 28 of the Local Government Act: legislation designed to prevent the so-called 'promotion' of homosexuality in schools; as well as stigmatising gay people it also galvanised the gay community.

<sup>122</sup> <http://www.womensaid.org.uk/>

<sup>123</sup> In June 2007, pro choice Westminster ministers pledge to liberalise UK abortion right to be implemented in the entire UK.

The recently published Human Fertilisation and Embryology Bill could, for this purpose, be used as a vehicle to make the change so that abortion would become an option in Northern Ireland. The Catholic Church and the NI government oppose any change.

<sup>124</sup> Catholic church, Scottish cardinal, Keith O'Brien: voters should boycott pro-choice politicians "We are killing - in our country - the equivalent of a classroom of kids every single day, can you imagine that? Two Dunblane massacres a day going on and on." Suggested that Catholic MPs who support abortion should cease to take communion and be cast out of the church. English Catholics, Cardinal Cormac Murphy-O'Connor: MPs should educate themselves about the church's prohibition of abortion so they could make decisions with "consistency and integrity". Catholic MPs who vote the wrong way should be denied communion: "The longstanding tradition of the church teaches that anyone who freely and knowingly commits a serious wrong (that is, a mortal sin) should approach the Eucharist only after receiving faithfully the Sacrament of Penance". Catholic archbishop of Cardiff, Peter Smith: "they [MPs] ought to remove themselves from receiving communion because it would be a cause of great scandal." <http://www.guardian.co.uk/comment/story/0,,2094513,00.html>

Lawyer's Christian Fellowship – anti abortion  
Christian Voice – anti homosexual.<sup>125</sup>

#### Fathers 4 Justice<sup>126</sup>

- Building autonomous institutions No
- Public protest e.g. demonstrations Yes – main method
- Campaigning Yes
- Lobbying state Yes
- Service provision No
- Research No/Yes – mankind has a helpline for male victims of domestic violence

Fathers 4 Justice (F4J) is an internet based organisation, it is not a membership based organisation. F4J does not rely or receive any funding from central government but relies on income from donations and merchandise. Known for the events/protests such as when 200 Father Christmases stormed the lobby of the Lord Chancellor's department; Batman & Robin spend three days on the roof of the Royal Courts of Justice; The “Funpowder Plot” at the House of Commons when the Prime Minister was hit by purple haze; a man dressed up as Batman climbing the walls of Buckingham Palace; men dressed as monks climbing the roof of St Paul's Cathedral; handcuffing government ministers etc.

#### United Kingdom Men's Movement (UKMM)<sup>127</sup> and Mankind<sup>128</sup>

- Building autonomous institutions No
- Public protest e.g. demonstrations Yes
- Campaigning Yes
- Lobbying state Yes
- Service provision No/Yes – mankind has a helpline for male victims of domestic violence
- Research No

Mainly a campaigning organisation, active in areas such as divorce, employment law, male-bashing in the media, gender teaching bias, discrimination against men in relation to employment, family policy and health. Regard the Equal Opportunities Commission as a commission not dealing with equality, but as actively promoting women's rights and reducing men's.

#### The Cheltenham group<sup>129</sup>

- Building autonomous institutions No
- Public protest e.g. demonstrations Yes
- Campaigning Yes
- Lobbying state Yes
- Service provision No
- Research No

Established in 1994, aims to combating government policies that are ‘destroying the traditional family structure through marginalisation of the male role’. Associated with the UKMM. Areas of special interest include matrimonial law, divorce rights and family policy in general. Campaign for 'no-fault' divorce practices to be entirely removed; that the Child Support Act is repealed, and child support to be based solely on one half of the actual cost of maintaining children; and the removal of lawyers from the process of divorce to ensure that only family members and children have access to family assets and earnings.

#### Families Need Fathers (FNF)<sup>130</sup>

- Building autonomous institutions No
- Public protest e.g. demonstrations Yes
- Campaigning Yes

<sup>125</sup> In January 2007, Christian Voice was asked to close all its accounts at the Cooperative Bank due to the organisations discriminatory views on homosexuality. Christian Voice replied by claiming the bank was discriminatory on grounds of religion. <http://news.bbc.co.uk/1/hi/uk/4617849.stm>

<sup>126</sup> [http://fathers-4-justice.org/f4j/index.php?option=com\\_frontpage&Itemid=1](http://fathers-4-justice.org/f4j/index.php?option=com_frontpage&Itemid=1)

<sup>127</sup> <http://www.ukmm.org.uk/>

<sup>128</sup> <http://www.mankind.org.uk/>

<sup>129</sup> <http://www.c-g.org.uk/>

<sup>130</sup> <http://www.fnf.org.uk/fnfindex.htm>



- **Lobbying state** Yes
- **Service provision** Yes
- **Research** No – disseminate research to members.

Founded in 1974, FNF is a charity campaigning and lobbying for, or against, family law especially in relation to divorce rights and child support. Argue from a view of children's rights to their fathers, fathers; rights to have contact with their children and against separation and divorce. nuclear family oriented. FNF receives no core funding and is reliant upon membership subscriptions and donations for its continued existence

**What are the major distinctions between different types of organisations/projects e.g. feminist, pro-family, etc.?**

Main distinctions include:

- Ideology: Feminist/non feminist
- Framework: International/European/national focus
- Method: Service provision/non service provision
- Autonomy: Separatist/non separatist
- Acceptance: Trade union affiliated or not
- Autonomy: State funding/no state funding
- Organisational structure: Umbrella-coordinating body/member of umbrella/local NGO
- Perceived legitimacy: invited to consultations/not invited to consultations.

Organisation: real or virtual.

The National Group on Home working<sup>131</sup>

NGH was established in 1984 and work solely on homeworking issues and is a membership organization with members including homeworkers, local homeworking initiatives, advice agencies, trade unions, small business advisors, church organizations, local authorities and policy makers.

Mothers Apart from Their Children<sup>132</sup> on how family matters are not gender-related would mark the major distinction from mainstream women's organisations.

**Do women's organisations actively engage with other intersecting inequalities (in each area?)**

Some do, but not all. On a scale, Equality and ethnicity and equality and sexuality would be the most commonly addressed within the feminist movement. class is however very much present, even though the word class seems to have fallen out of discourse. Age and disability are the two inequalities least addressed.

There tends to be cooperation between different women's organisations based on specific issues or campaigns. When in policy consultations, women's organisation tend to submit their comments individually, but there are also joint submissions.

**Do they have good alliances with those representing other inequalities or not? (in each area)**

There are several joint campaigns, publications, seminars and activism. Various organisations link to each others' websites. Cooperation and linking between women's organisations in different sub issues exists, for instance:

- Equality and diversity works with EAW.
- Southall Black Sisters is a member of NAWO.
- Refugee member of ENAR (EU level)
- Women's Aid – race ethnicity. Also produces material in Arabic, Bengali, Chinese, Greek, Gujarati, Punjabi, Somali, Spanish, Turkish and Urdu.<sup>133</sup> Run a helpline in cooperation with Refuge.

<sup>131</sup> <http://www.homeworking.gn.apc.org/>

<sup>132</sup> <http://www.matchmothers.org/>

<sup>133</sup> <http://www.womensaid.org.uk/>

### Are there many organisations of minoritised women? (in each area)

In gender based violence there are quite a lot of NGOs, and fewer in the area of intimate citizenship, and in non employment minority issues are mainly addressed through other established organisations, especially by the trade unions.

General: Southall Black Sisters. Established in 1979, to meet the needs of black (Asian and African-Caribbean) women. Aims include to highlight and challenge violence against women; empower them to gain more control over their lives; live without fear of violence; and assert their human rights to justice, equality and freedom. Offer specialist advice, information, casework, advocacy, counselling and self-help support services in several community languages.<sup>134</sup>

Non-employment: some trade unions have specific black women groups/sections (or black workers sections)

Intimate citizenship major organisation, Stonewall (not exclusively minoritised if this means ethnicity), is a key national women's organisation.

GBV: Southall Black Sisters, Newham

### What links are there with international? / EU level bodies? (in each area)

General – ETUC/Trade Unions, EWL.

Non-employment – ETUC/Trade unions, Social Platform of NGOs, SOLIDAR,

Intimate citizenship – ILGA-Europe, EWL

Gender based Violence – EWL Observatory on VAW member, WAVE.

Some organisations have developed very close links to EU level bodies, most notably in non employment via the trade unions and ETUC, and in Gender based violence via the EWL Observatory on VAW and through WAVE. The UK Joint Committee on Women (UKJCW) is EWL coordinator in the UK, NAWO – EWL coordinator in England, Engender, Network of Women's Organizations is EWL coordinator in Scotland, The Northern Ireland Women's European Platform (NIWEP) is EWL coordinator in Northern Ireland and the Wales Women's European Network (WWEN) is EWL coordinator in Wales. Generally, though, civil society in the UK is rather UK centered.

### Other

the UK Race & Europe Network (UKREN) is a member of ENAR.<sup>135</sup> Member organisations include a wide variety of organisations and some of them we primarily find in other gender based violence or non-employment, even though as a member of ENAR, the organisations are primarily to be working with multiple inequalities or other inequalities.<sup>136</sup>

### Is organised feminism engaged with the state, or does it follow an autonomous or separatist agenda building its own institutions? For example, is it invited to report to consultations; does it take money from the state; is it commissioned by the state to undertake specific tasks?

Engagement between the state and organised feminism has increased throughout the QUING period (based on number of consultations, conferences with state representatives and state funding). It is still on the increase but this does not exclude that organised feminism is building its own institutions.

These two processes seem to run parallel rather than in opposition to each other. Organised feminism is more engaged with the state in Non-employment and GBV than in intimate citizenship. There are regular consultations where feminist are invited to comment and they regularly send submissions.

There is also the state created and state funded Women's National Commission that was established to bridge civil society and state, a purpose which has remained the main function of the WNC.

### Does this vary between issue areas?

General - engaged

Non-employment - engaged

<sup>134</sup> <http://www.southallblacksisters.org.uk/>

<sup>135</sup> <http://www.enar-eu.org/en/>

<sup>136</sup> Member organisations include Akina Mama Wa Afrika; Amina, The Muslim Women's' Resource Centre; Asian Women's Activities Action Zone (AWAAZ); Equality Commission for Northern Ireland (ECNI); Fawcett Society; Genuine Empowerment of Mothers in Society; Irish Equalities Working Group; JUSTICE; National Alliance of Women's Organisations (NAWO); Trades Union Congress (TUC); The Women's National Commission; Women's International League for Peace and Freedom (WILPF); Workers' Educational Association (WEA)

Intimate citizenship – non engaged  
Gender based Violence - engaged

Yes... non employment, if trade unions are the civil society here, then this would be the area where they're the most entwined with the state. however, if trade unions are not to be counted here. Further Fawcett, WBG, EVAW.

#### Has this changed over time?

Yes.... Generally the women's movement seem to have become more and more engaged with the state, consultations are becoming institutionalised features of state/civil society interactions, funding for NGO monitoring and reporting provided, feminist in state institutions as stable allies (POS), women and equality units established (POS).

#### When engaging with the state is a coalition form of organising common or not?

Both coalitions, but also individual NGOs. The consultation process allows for a 'multiple' approach where coalitions, organisations and even individual scan submit their views. Several campaigns directed towards policy makers and state institutions, are organised in cooperation between several women organisations.

#### Does it make sense to talk of a 'women's movement' or not? Briefly explain your answer.

Yes. There is a long history of women's active organising in the UK, as well as a long history of political writing on the rights of women. ranging from mobilisation with 1800s suffragettes to 2000s feminist blogging. Women's organisations are established, institutionalised and formally/regularly consulted by policy makers. They are interrelated, coordinated and centralised. Women's organisations are visible thorough campaigns and in media. Opposition to feminist policy is becoming more and more mobilised (esp. fathers rights movement).<sup>137</sup> Media discussions on gender equality refer to feminist movement, women's movement as a taken for granted part of UK politics. Women's studies established at universities. Feminist journals and magazines. Feminist activism and campaigns. It is however, a completely different question than whether or not the women's movement has influence.

#### Is there a tendency towards one of the three major visions of gender equality (sameness, equal valuation of difference, transformation)?

**General:** primarily equal opportunities/sameness, and to some extent transformative by end result (if equal pay, equal access to full employment, care & reproductive work would necessarily have to change, in turn requiring transformation of gender relations)

**Non-employment:** equal opportunities/sameness but again, to some extent aiming for transformation and the implementation of an extended paternity leave (Fawcett, Trade unions) would require such transformation. However, in general, equal opportunities and sameness are the general positions.

**Intimate citizenship:** Sameness & equal opportunities through equal treatment (quite paradoxically, this area contains the strongest sameness based strategies in terms of sexuality and rights), transformation in terms of society)

**GBV:** Transformation

Equal valuation of difference is most common organisations campaigning on family policy and care work. The National Council of Women GB lobbies for equal participation of women and men in political and public life, education for women, and at the same time less working hours especially for women.

#### Is there a preferred model of care work: support for a domestic regime or support for a public (state or market provision) regime?

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<sup>137</sup> For instance Livebeat Dads UK and Great British Justice "campaigning against the current injustices against men in family law. UKMM - United Kingdom Men's Movement and Mankind "Campaigning against: "divorce, feminist employment law, date-rap, marital rape, male-bashing in the media, gender teaching bias, discrimination against men." EPC - Equal Parenting Council, campaigning for equal parenting with both parents sharing in the upbringing of children post-divorce. FASO - False Allegations Support Organisation Information, practical advice, and emotional support for victims of false accusations. BFMS - British False Memory Society "Serving people and professionals in contested accusations of abuse." The Cheltenham group Combating government policies that are 'destroying the traditional family structure through marginalisation of the male role'. FNF - Families Need Fathers

From civil society point of view the general preference is public day care. However, this is not the case in the UK, day care is mainly privatised. ("Affordable, accessible care" NAWO, Engender, UKJCW, EWL)

How closely aligned is feminism with social democracy?

Moderately.

Notes on the history of the development of gendered or feminist civil society organisations:

Is there a history of divisions as to where on a continuum between autonomous or close to state is most appropriate? Does this vary by 4 areas (general, employment, intimate citizenship, gender based violence)?

Both autonomous and separate. The degree of autonomy, or state 'rejection' seems to be the highest in intimate citizenship and the lowest in general, non-employment and thereafter GBV. In non-employment, the main civil society groups are the trade unions, and trade unions are traditionally closer to state than other civil society groups. This is not necessarily the case in the UK though (see section on class).

Civil society organisations in non employment and gender based violence are both more 'vivid' and have developed closer relations with the state than NGOs in the intimate citizenship

The women's movement has historically not been incorporated in/by the state even though different feminist/women's organisations have developed both informal and formal relationship with state institutions and there are several women's policy agencies within the state (see section on gender machinery).

A minority claim that when feminist moved into state institutions establishing women's policy agencies<sup>138</sup> in the mid 1980s (for instance the labour party, local councils such as the Greater London Council (GLC), and into the Equal Opportunities' Commission (EOC) they lost their links with grass-roots support, and consequently became less radical (REF). This supports the view that feminism moved from a broadly based radical grass roots activism oriented movement refusing to becoming involved with state institutions to a feminist movement trying to make small-scale reforms from within state institutions. Simultaneously, organizations such as the Women's Aid has maintained a state critical feminism despite having become more willing to engage with British political institutions.

Either way, there is reason to say that there has been a division, or a debate regarding the state/non state involvement as that of a trade-off between remaining autonomous and not becoming involved in political institutions or having influence within decision-making bodies whilst compromising your principles (BBC4 documentary, Linda Bellos). Division centred on, or arising from (an artificial?) opposition between radical, autonomous, grass-roots feminism and reformist liberal feminism operating inside British political institutions.<sup>139</sup>

The existence of semi-civil society women's org such as the Women's National Commission (general & non-employment) and organisations like Fawcett Society (general, non-employment & GBV) and End Violence Against Women that are formally and regularly consulted by the government – and also totally or partially funded by state. Government also commissions and funds research carried out by NGO sector. Women's Budget Group is closely related to state (Fawcett group).

Is there a history of divisions as to: socialist, radical, liberal? Does this vary by 4 areas

There are different approaches: one strategic liberal where lobbying and language and demands on policy is carried out within a liberal discourse, whereas campaigning and petitioning seem to be more of a radical feminist 'nature'. The areas covered would however stem from a socialist based feminism where economics, employment and employment related rights, women's work, pay and class have

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<sup>138</sup> For women's policy agencies, see Lovenduski, Joni (2005) (ed.) *State Feminism and Political Representation*. Cambridge: Cambridge University Press

[http://books.google.com/books?id=9MXEb\\_tyde8C&dq=State+Feminism+and+Political+Representation&pg=PP1&ots=SEu6nF3bWt&sig=OmEtcMUqz0WP-](http://books.google.com/books?id=9MXEb_tyde8C&dq=State+Feminism+and+Political+Representation&pg=PP1&ots=SEu6nF3bWt&sig=OmEtcMUqz0WP-)

<http://www.google.com/search%3Fq%3Dstate%2BFeminism%2Band%2BPolitical%2BRepresentation%26sourceid%3Die7%26rls%3Dcom.microsoft.en-US%26ie%3Dutf8%26oe%3Dutf8&sa=X&oi=print&ct=title>

<sup>139</sup> Fawcett Society, one of the most important feminist organisations in the UK, emphasise campaigning within political institutions by lobbying for more women politicians and for politicians to address women's interests/issues, women's shortlist for parliamentary elections etc, but at the same time, some of Fawcett's policy/proposals are much more radical/socially transformative. See section on liberal, radical and socialist feminist civil society.

been a core part of UK feminism. Traditionally in the UK, the divide had been between socialist feminist organisations and radical feminist organisations (Walby). Strongest liberal focus in general gender equality organisations, non-employment, thereafter intimate citizenship (gay rights equal rights etc) and least in GBV (Human rights more and more though –especially coming from women’s organisations with international focus).

**General:** liberal & socialist (equal pay for equal job, EU legislation interpreted as equal opportunities, and employment + economic independence as ‘solution’ + autonomous institutions to a certain extent)

**Employment:** socialist (employment rights, parental leave, financial independence from men, coalition with trade union/men’s groups)

**Intimate Citizenship:** liberal or radical (equal opportunities & sexuality + heteronormativity as basis of patriarchy).

**Gender based violence:** radical (autonomous institutions, GBV & ‘family’/private as root of patriarchy, no coalitions with men’s groups)

**Is there a history of changing engagement with class, ethnic and religious forces? Does this vary by 4 areas?**

Historically, class is the major second (or first) inequality, but the word class is rarely used. Strongest in general and non employment. Instead, feminist civil society refer to economical and economical change, re-distribution; closing the gender pay gap; equal access to health care within the group of women. More recently, GBV lobbying have been using equal access to health care and anti discrimination as a strategic approach to fund service providers and civil society organisation working to combat gender based violence (EVAW, Equality and Diversity – CEHR). Intimate citizenship-no intersecting, but sexuality and gender.

**Is feminist research organised in Universities and research institutes? Are there named centres?**

Strong feminist research tradition within the social, political sciences and humanities. Gender research (initially women’s studies/research) is both a discipline in its own right, and mainstreamed in the UK. There are several institutes and centres for women’s studies, but they are generally not named Feminist Centre (can do a MA in feminist studies at London Metropolitan) but there are several women’s/gender studies/institute/centre that are both placed within other departments and as separate departments and institutions.<sup>140</sup>

Women’s studies began in/with the 1970s women’s movement, typically outside of academia but started moving into the universities in the same decade.

The first UK Women’s Liberation Conference was held in 1970.

**If yes, are they important? If not, is important feminist research primarily dispersed or mainstreamed?**

Yes, important. There are quite close links between academia and policy making, and between academia and NGOs. Not exclusively in women’s studies/gender studies departments though, but across various disciplines. Feminist research organised separately are however not necessarily more important than feminist research within other departments.

**Are there specific positions, funds or journals within the country (or region e.g. Nordic)?**

There is an enormous amount of feminist journals in the UK. For instance Feminist Review, Feminist Studies, Gender & Society, Gender & History, Feminist Legal Studies etc. There is also a very vivid feminist life on the internet, ranging from articles, message boards, debate forums and bloggers.

**Is there a national association for women’s studies/gender studies?**

Yes: Feminist & Women’s Studies Association (UK & Ireland). Annual conference, seminars, post graduate seminars, publications, essay competitions. However, the existence of this association isn’t necessarily the best measure of the strength of women’s studies in the UK. Gender research and gender studies are in a way multi/post disciplinary and an integrated part in all social sciences and humanities.

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<sup>140</sup> See *Genesis - Developing access to women’s history sources in the British Isles* for a list of UK university women’s studies centres <http://www.londonmet.ac.uk/genesis/sources/centres.cfm>

### Are there feminist lawyers' organisations?

Yes "Feminist Lawyers' association"

The Association of Women Solicitors: feminism as equality/removal of discrimination.<sup>141</sup>

The Association of Women Barristers.<sup>142</sup>

The Cambridge University Society for Women Lawyers

[www.cam.ac.uk/societies/cuswl](http://www.cam.ac.uk/societies/cuswl); United Kingdom Association of Women Judges

### Are there radical lawyers' organisations that support justice claims for one or more of the inequalities?

Yes (Stonewall provides a list of the organisations).

See also Justice For Women, a feminist organisation founded in Leeds in 1990 that campaigns and supports women who have fought back against or even killed violent male partners.<sup>143</sup>

## 7.2 Class

### A short history of the development of organisations representing class interests.

Organisations representing class interests: In the UK during the 19<sup>th</sup> century, women were traditionally excluded from trade unions, leading women to set up separate unions which later became incorporated into the mainstream 'male' trade unions in the mid 20<sup>th</sup> century.

As Colgan and Ledwith (2000)<sup>144</sup> point out, since around 1980 women's committees or caucuses emerged (which they describe as 'interim separatism') within the 'malestream' trade unions. For example, the Women's Committee within the National Trade Union Congress which holds its own conferences.

With the removal of barriers to women's participation in employment, women's membership of unions has increased though women continue to be under-represented in the senior ranks of unions (see below).

Over past 20-30 years, there have been significant changes in the shape and form of trade unions in the UK.

A period of disputes in 1980's led to increased restrictions on union activity under the Conservative Thatcher government.

The overall decline in union membership has meant that women are increasingly important as a source of members for unions (Kirton 1999<sup>145</sup>). At the same time, there have been various mergers of unions taking place (which continue, e.g. merger of TGWU with Amicus to become 'Unite').

Colgan and Ledwith (2002)<sup>146</sup> argue that this period of instability, in addition to the effective activism of women instigating change, provided conditions in which women, black, disabled, gay, lesbian and young workers could push for changes in union structure and culture.

### 7.2.1 Strength of trade unions<sup>147</sup>

#### Density (proportion of workers that are organised),

In 2004: 29%

(Net trade union density, figures represent the total of gainfully employed members -excluding unemployed people, students or retired individuals- divided by the total population of wage earners in the country, EIRO 2006)<sup>148</sup>

#### Coverage (what proportion of workers are covered by collective bargaining agreements),

In 2002: 35%<sup>149</sup>

(Collective bargaining coverage, EIRO 2006)<sup>150</sup>

<sup>141</sup> [www.womensolicitors.org.uk](http://www.womensolicitors.org.uk)

<sup>142</sup> No information is available at their website, so what kind of association, i.e. feminist or not, what kind of feminism they represent etc is not possible to say at the moment [www.womenbarristers.co.uk](http://www.womenbarristers.co.uk)

<sup>143</sup> Justice for Women website: <http://www.jfw.org.uk/>

<sup>144</sup> Colgan, Fiona, and Sue Ledwith. 2000. Diversity, identities and strategies of women trade union activists. *Gender, work and organization* 7 (4):242-257.

<sup>145</sup> Kirton, Gill. 1999. Sustaining and developing women's trade union activism: a gendered project? *Gender, work and organization* 6 (4):213-223.

<sup>146</sup> Colgan, Fiona, and Sue Ledwith. 2002. Gender, diversity and mobilisation in UK trade unions. In *Gender, diversity and trade unions: international perspectives*, edited by F. Colgan and S. Ledwith. London: Routledge.

<sup>147</sup> (Data: European Industrial Relations Observatory Online, national sources)

<sup>148</sup> European Foundation for the Improvement of Living and Working Conditions (2007) *Industrial relations in EU member states 2000-2004* (Source: EIRO country profiles 2006)

<http://www.eurofound.europa.eu/pubdocs/2007/15/en/1/ef0715en.pdf>

<sup>149</sup> <http://www.eurofound.europa.eu/pubdocs/2007/15/en/1/ef0715en.pdf>

### Centralisation of collective bargaining,

- is there a national body of trade unions;

Trades Union Congress is the national body in the UK

- what proportion of Trade Union members and unions are affiliated?

In 2003: 86.2% of total national union membership represented by the national body<sup>151</sup>

### Coordination of collective bargaining.

Does the national body of trade unions negotiate on behalf of trade unions? NO

Can it coerce or discipline member unions to enforce agreement? NO

The TUC does not negotiate on behalf of unions, and it cannot coerce or discipline member unions. According to a recent EIRO report, collective bargaining continues to be highly decentralised in the UK, with most bargaining taking place at company or workplace level, with little multi-employer bargaining outside the public sector.<sup>152</sup>

### Women and trade unions

What percentage of *total* trade union membership (i.e. including unions not affiliated with national body and those that are affiliated) is female?

In 2005, female membership 51.2%<sup>153</sup>

How are women organised in trade unions and the central trade union body (e.g. caucuses, separate branches, fully integrated)?

The central union body, the TUC, has a women's committee (permanent) and there is a women's conference.

On the TUC website, the 'equalities' section has separate pages for 'women' (childcare, domestic violence, equal pay, parents and carers, part time workers, women's conference), 'women and men equal rights' (part time working, women and men labour market, women trade unions), and 'women's issues' (recent articles spanning across the aforementioned topics).

(Within the TUC there is also a Race Relations Committee, the Disability Committee and the Lesbian, Gay Bisexual and Transgender Committee, as well as a 'Young Members' Forum').

Across the individual unions, women's organisation seems again to vary between the co-presence of caucuses (women's committees at national and regional levels) and full integration.

What proportion of women are in the executive of (major) trade unions?

In TUC:

Union membership 40% women.

Women on Executive Committee 32% (18 out of 56)

Women on Steering Committee and / or daily management board 30% (7 out of 23)

Representation of women in confederation leadership- nil. (Male president, general secretary and deputy general secretary).<sup>154</sup>

### Is gender equality high or low on the bargaining agenda?

Overall, gender equality 'appears' relatively high on the bargaining agenda. TUC campaigns on childcare, flexible working, and improved leave provision. It seems that gender equality is increasingly seen as an issue for all trade unionists- which may be unsurprising in that improved conditions for women- such as more flexible work and better leave provision- equals better provision for all. But union involvement also extends to other ('indirectly') employment related issues- such as supporting women's right to abortion and campaigning against domestic violence.

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<sup>150</sup>European Foundation for the Improvement of Living and Working Conditions (2007) *Industrial relations in EU member states 2000-2004* (Source used: EIRO country profiles 2006)

<http://www.eurofound.europa.eu/pubdocs/2007/15/en/1/ef0715en.pdf>

<sup>151</sup> <http://www.eurofound.europa.eu/eiro/2004/03/update/tn0403105u.html>

<sup>152</sup> <http://www.eurofound.europa.eu/eiro/studies/tn0703019s/uk0703019q.html>

<sup>153</sup> DTI (2006) *Employment market analysis and research, trade union membership 2005*

<http://www.berr.gov.uk/files/file25737.pdf>

<sup>154</sup> ETUC (2003) *Women in Trade Unions: Making the difference*. Page 51-2, source CES 2002 survey.

[http://www.etuc.org/IMG/pdf/genre\\_an\\_080403.pdf](http://www.etuc.org/IMG/pdf/genre_an_080403.pdf)

However, some accounts of women's (negative) experiences in the National Executive Committees of unions (e.g. Kirton 1999<sup>155</sup>) cast doubt on the extent to which gender equality has become incorporated into the union agenda. Also, as one of workers in Kirton's study of UK union 'MSF' pointed out, there is a need to take into account that for unions involved in defending jobs, issues of equality drop down the agenda (Kirton 1999).

- Is it seen as an issue for women, or for all trade unionists?

Mainly issue for women, but some move towards being seen as issue for all trade unionists (e.g. flexible working / work-life balance)

## 7.2.2 How well organised are employers?

Do they have a single (or more) national organisation? Yes (CBI)

- Is it powerful or not? E.g. can it control its members? (No)

**National organisation:** The main organisation: CBI Confederation of British Industry (Identified by EIRO<sup>156</sup> as the 'National Employer Peak Association').

**Power:** Affiliated employers' organisations operate independently of the CBI- the CBI cannot control its members.

Involvement in statutory bodies: no formalised representation but participation of individual employers' representatives in the Low Pay Commission (LPC), Learning and Skills Council (LSC) and Health and Safety Executive (HSE).<sup>157</sup>

Are they indifferent or hostile to gender equality in the workplace?

Both

Do they oppose the development of gender machinery, gender equality policies and gender equality laws?

Employers' organisations tend to be supportive when gender equality makes sense for the interests of business ('business case') but resistant if there are moves towards gender equality which are perceived as having too much impact on businesses (i.e. welcoming to women if women don't change the organisation too much and don't bring about 'extra work')<sup>158</sup>. For example, the CBI responded to proposals to extended leave arrangements with fears over the capacity of businesses, SMEs in particular, to meet the demands of proposed changes.<sup>159 160</sup>

Do they support 'diversity management'?

Yes, when it meets the needs of business (first) and workers (second).

The CBI state that:

*The CBI is firmly committed to equality and diversity in employment. Business benefits when employees are recruited, trained and promoted without reference to race, age, gender, disability, sexual orientation or religion.*<sup>161</sup>

The CBI support diversity management in terms of welcoming diversity when diversity benefits businesses but, as in case of gender equality, the 'diversity' needs to fit with the objectives of the business.

Did they lobby for a merged rather than separate equalities bodies?

The CBI lobbied for a merged Single Equalities Body. CBI submissions<sup>162</sup> to the government consultation paper were in favour of single commission:

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<sup>155</sup> Kirton, Gill. 1999. Sustaining and developing women's trade union activism: a gendered project? *Gender, work and organization* 6 (4):213-223.

<sup>156</sup> <http://www.eurofound.europa.eu/eiro/2003/11/study/tn0311101s.html>

<sup>157</sup> <http://www.eurofound.europa.eu/eiro/2003/11/study/tn0311101s.html>

<sup>158</sup>

[http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/5219A11CAF160C1C80256F9400555803/\\$file/eocpregnant0904.pdf](http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/5219A11CAF160C1C80256F9400555803/$file/eocpregnant0904.pdf)

<sup>159</sup>

[http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/B3483E48A1C75E0780256AAB00596F2A/\\$file/CBI\\_Response\\_To\\_Framework\\_Documents.pdf](http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/B3483E48A1C75E0780256AAB00596F2A/$file/CBI_Response_To_Framework_Documents.pdf)

<sup>160</sup>

[http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/B8B65FDA0302F17A80256A0F004BC02A/\\$file/CBI\\_Response\\_to\\_Work-and-Parents.pdf](http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/B8B65FDA0302F17A80256A0F004BC02A/$file/CBI_Response_to_Work-and-Parents.pdf)

<sup>161</sup> See the CBI (2005) publication 'Making the case for diversity' <http://www.cbi.org.uk/pdf/equality05.pdf>



*CBI members strongly support the principle of diversity and welcome the Government consultation Equality and Diversity: Making it happen, which explores options for the future of UK equality machinery, including the possibility of creating a single commission and the priorities guiding any new body.*

But they were opposed to the inclusion of human rights in the same commission, and were also opposed to a single equality act, concerned that:

*such an act might be used as an opportunity to ratchet up present requirements.*

The CBI also expressed their concern about the current hostility between businesses and the commissions, stating that a more 'partnership' approach to resolving disputes (than current tribunals) would be preferable. They had concerns over the extent to which a human rights agenda would impact upon business, hoping that the forthcoming CEHR would employ a 'light-touch' as well as fearing that a requirement for businesses to produce annual diversity reports would misrepresent organisations.

Note interesting use of the term 'rogue employers', producing perception that businesses are 99% 'good' with only a handful of 'rogues'.

Overall, it seems that the CBI may view the creation of a SEB as an opportunity to change the process of enforcement of legislation, downgrading existing powers in favour of a more 'partnership' model between employers and commission.

[Are there tri-partite or corporatist bodies including employers, trade unions and government that make important national decisions?](#)

No, (unusual in EU context) there is a lack of bi- or tri-partite 'corporatist' bodies, and not involved in collective bargaining. (see section 5)

- o [Are women represented in such bodies?](#) N/A

### 7.2.3 EU links

[Are there EU, bilateral or other international level links for either trade union or employer organisations?](#)

#### Trade unions

ETUC European Trade Union Congress. The TUC is a member of the European Trade Union Confederation.

Uni-Europa (regional organisation of Uni-Global, see below). This organisation describes itself as a 'major trade union player in Brussels' and aims to be effective at the 'heart of Europe', in dialogue with industries, lobbying with the European Commission and taking issues to Members of the European Parliament.<sup>163</sup> Representatives from UK unions (Amicus, USDAW, Prospect, CWU, Connect, are on the executive committee of UNI-Europa and on the Women's Committee of this body.<sup>164</sup>

#### Employer organisations

Federation of European Employers<sup>165</sup>

Business Europe<sup>166</sup> The confederation of European Business. The CBI is the UK member organisation.

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<sup>162</sup>

[http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/C21CA4706CB5110980256D44004A9FF9/\\$file/empoffresp210203.pdf](http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/C21CA4706CB5110980256D44004A9FF9/$file/empoffresp210203.pdf)

[http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/F0E1D8D40D62C9DC80256EF20036A764/\\$file/fairnessforall.pdf](http://www.cbi.org.uk/ndbs/positiondoc.nsf/1f08ec61711f29768025672a0055f7a8/F0E1D8D40D62C9DC80256EF20036A764/$file/fairnessforall.pdf)

<sup>163</sup> <http://www.uni-europa.org/>

<sup>164</sup> [http://www.uni-europa.org/unieuropean.nsf/78adff9c7a15c02cc125723000554d72/\\$FILE/ExecutiveCommittee2007-2011.pdf](http://www.uni-europa.org/unieuropean.nsf/78adff9c7a15c02cc125723000554d72/$FILE/ExecutiveCommittee2007-2011.pdf)

<sup>165</sup> <http://www.fedee.com/>

<sup>166</sup> <http://www.businesseurope.eu/>

UEAPME European Association of Craft, Small and Medium-sized Enterprises.<sup>167</sup>  
Several sectoral federations for different industries such as 'CEEP',<sup>168</sup> for individual enterprises, associations of enterprises and employers working in public services sector, 'Hotrec',<sup>169</sup> a trade association for hotels, cafes and restaurants in the EU, and the European Banking Federation.<sup>170</sup>

## International links

### Trade unions

Global Unions.<sup>171</sup> umbrella website for ICFTU, TUAC to OECD, and ten GUFs (Global Union Federations), jointly owned and managed by these 12 organisations.

Uni-Global. Representatives from UK unions (Amicus, USDAW, CWU, Connect) are on the executive committee (no UK representative on the Women's Committee, only one representative per region).<sup>172</sup>

International Confederation of Free Trade Unions (ICFTU)<sup>173</sup> set up in 1949 and has 241 affiliated organisations (for the UK this is the TUC). Membership of 155 million of which 40% are women.

Trade Union Advisory Committee to the OECD<sup>174</sup> an international trade union organisation which has consultative status with the OECD and its various committees. The TUC is the affiliate organisation for the UK.

International Trade Union Confederation<sup>175</sup> describes its mission as 'the promotion and defence of workers' rights and interests, through international cooperation between trade unions, global campaigning and advocacy within the major global institutions'.

International Labour Organisation.<sup>176</sup> The tripartite UN agency which brings together government, employer and worker representatives to shape programmes and policies. Incorporates a specific focus on 'gender promotion'.<sup>177</sup>

### Employer organisations

Business and Industry Advisory Committee.<sup>178</sup> The officially recognised representative of the OECD business community. The CBI is the UK member.

International Labour Organisation.<sup>179</sup> The tripartite UN agency which brings together government, employer and worker representatives to shape programmes and policies.

[Are these links important \(e.g. in lobbying government at national level\)](#)

These links do not appear to be of significance in terms of national bargaining.

## 7.3 Other intersecting social inequalities

### 7.3.1 Ethnicised / racialised groupings

[What is the composition of the national population by ethnicity?](#)

White: 92.1%

Mixed: 1.2%

Asian or Asian British: 4%

Black or black British: %

Chinese: 0.4

Other: 0.4

All minority population: 7.9%

(from Office for National statistics UK)

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<sup>167</sup> <http://www.ueapme.com/EN/index.shtml>

<sup>168</sup> <http://www.ceep.org/>

<sup>169</sup> <http://www.hotrec.org/>

<sup>170</sup> <http://www.fbe.be/>

<sup>171</sup> <http://www.global-unions.org/>

<sup>172</sup> [http://www.union-network.org/UNISite/About\\_Us/World\\_Executive\\_Board/UNIWorldExecutiveBoard2005-2010.pdf](http://www.union-network.org/UNISite/About_Us/World_Executive_Board/UNIWorldExecutiveBoard2005-2010.pdf)

<sup>173</sup> <http://www.icftu.org/>

<sup>174</sup> <http://www.tuac.org/>

<sup>175</sup> <http://www.ituc-csi.org/>

<sup>176</sup> <http://www.ilo.org/>

<sup>177</sup> <http://www.ilo.org/public/english/dialogue/actrav/genact/gender/gendtu/index.htm>

<sup>178</sup> <http://www.biac.org/>

<sup>179</sup> <http://www.ilo.org/>

What are considered to be the most important ethnicised, racialised, linguistic and religious divisions politically (e.g. Islamic/non-Islamic, Roma/non-Roma, Black/White, citizen/migrant, language communities)?

1) Race/ethnicity: citizen/migrant, and more recently Islamic/non-Islamic. Also some divisions between UK citizen/EU citizens, mainly since 2004.

Prioritise the ones that have been the most important in the development of gender+ equality policies. Race/ethnicity.

What is the citizenship status of (all or part) of each of the minoritised groups (e.g. do any groups lack the right to political participation, employment, residence, social security benefits, or visit)?

Not by legislation per se

In what way are ethnicised and racialised groups organised? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research) Mainly campaigning and lobbying state institutions. There is also service provision, especially in domestic violence.

- In what way are women engaged in these organisations?  
Similar to non ethnic organisations. Individual members, organisations as members and coalitions between groups. Southall Black Sisters are members of NAWO and EAW, and EAW support SBS in government consultations. Women's Aid member of SBS. Network of women's organisations and coalitions.
- Do minoritised women organise separately within or outside of such organisations?  
Both
- Are there many groups organised against certain ethnic groups?  
No, but they exist

There are separate women & ethnicity organisation, so women established, run and participate at all levels: Specialised civil society organisation in area of gender and/or women & ethnicity, partly multiethnic/multi minorities, and partly focusing on specific ethnicities. Especially in the area of GBV. For instance:

- the Ashiana Network (formerly known as the Ashiana Project) provides temporary, safe and supportive housing to women who are homeless as a result of domestic violence. The service is specifically for South Asian, Turkish and Iranian women.
- NAWP is a community based women's organisation providing specialist support services for women and children from South Asian communities
- Southall Black Sisters (SBS) provides welfare and support to Asian and African-Caribbean women that have experienced various forms of violence and/or abuse. SBS also runs campaigns and develops policy around issues of violence and/or abuse affecting Asian and African-Caribbean women
- Karma Nirvana is an Asian Women's project that provides support to South Asian women and children escaping domestic violence
- Iranian and Kurdish Women's Rights Organisation (IKWRO) aims to offer help and support to Farsi and Kurdish speaking women who are suffering domestic violence, are at the risk of "honour" killings and forced marriages.

### 7.3.2 Religion/belief/faith

What is the composition of the national population by religion / faith

Religion <sup>180</sup>	Percent
Christians	71.6
No religion	15.5
Not stated	7.3
Muslim	2.7 <sup>181</sup>
Sikh	0.6
Hindu	1.0
Jewish	0.5
Buddhist	0.3
Other	0.3
No <i>actual</i> connection to any religion or church	66

The Muslim population may not be numerically large, but they do have an impact on public policy making in the UK.

What proportion of the population are practising members of an organised religion?

How often do you attend religious services? <sup>182</sup>	
	Percent
More than once a week	5.7
Once a week	8.5
Once a month	4.4
Only on Christmas/Easter	7.6
Other holy/special days	2.9
Once a year	5.3
Less often	9.3
Never/practically never	55.2
Don't know	0.3
No answer	0.8

What are the main religious organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)

The main religious organisation in the UK is the Church of England.<sup>183</sup> The Church is in itself an autonomous institution, and do indirectly lobby the state although this is not explicit in the form of campaigns or political protest. In a sense, the Church's voice is present to the extent that it becomes invisible. Open letters, debate articles

Other Christian organizations include the Christian Institute, a right wing evangelical charity arguing that the authority of all life is the bible. Active in areas such as abortion, euthanasia, gay rights (retain unequal age of consent, retain section 28 & opposed gay adoption, civil partnerships and opposed equal provision to goods & services). favoured the amendment to the Civil Partnership bill to allow siblings to register CP.

<sup>180</sup> Census, April 2001, Office for National Statistics UK <http://www.statistics.gov.uk/cci/nugget.asp?id=293>.

<sup>181</sup> The Muslim population is not numerically large, but it is worth noting that the population has an impact on public policy making in the UK.

<sup>182</sup> The European Values Survey (1999) [www.jdsurvey.net/bdasepjds/QuestionMarginals.jsp](http://www.jdsurvey.net/bdasepjds/QuestionMarginals.jsp)

<sup>183</sup> <http://www.cofe.anglican.org/> See also list of papers and submissions to governmental consultations <http://www.cofe.anglican.org/info/papers/>

### How are women represented or not within them?

In July 2000 the General Synod (the church's governing body) of the Church of England decided to set up a working group to study the theological and practical issues surrounding the ordination of women as bishops.<sup>184</sup> The recommendations are ambiguous.

In 2005, a group of 17 male bishops published an article in the *Church of England Newspaper* warning that creating women bishops would be deeply divisive for the church. The article was published in relation to the upcoming debate in the General Synod on whether to ordain female bishops. However, the outcome of the Synod was the decision to allow for the ordaining of female bishops.<sup>185</sup>

In Muslim groups, women are not represented as such. Not on any steering committees or in leadership positions. Although this population appear to be small, it is important for policy making.

### Do they oppose gender equality in general and in our three issues?

Main opposition to area of intimate citizenship in general and gay rights/civil partnerships & abortion in particular.<sup>186</sup> Could also argue that, on basis of strong commitment to family model and lobbying for increased maternity leave, the Church of England has vision of gender equality that is more similar to an equal valuation of different contributions model, than to equality through sameness or equality through transformation.

#### Church of England:

Intimate citizenship: Opposed civil partnership (submitted government consultation on CP bill). Offers training courses on 'strengthening family life', avoiding marriage breakdown, i.e. avoiding divorce. Fully support civil law to deal with marriage breakdown and divorce Marriage as the proper context for bringing up children. Sexual relations only proper within marriage.

GBV: Strongly opposes FGM & Forced marriage (submissions to governmental consultations). Active in combating domestic violence and sexual assault. Have published guidelines for how to deal with domestic violence within parishes and pastorates.<sup>187</sup>

### What is their preferred model of womanhood?

Domestic & difference

### Do they support or oppose the other equalities issues?

Church of England: Sexuality-no; disability=yes; age=yes; ethnicity – yes.

### Are they in alliance with any other inequalities or not?

Church of England has a Committee for Minority and Ethnic Anglican Concerns that "works to encourage and engage participation from the Church's Black and Minority Ethnic populations at every level".<sup>188</sup>

### Are there any groups organised against certain religious groups?

Probably connects to culture and race, where there are tensions between the Islamic community and the non Islamic. Not exclusively about religion though, even though there are examples of radical Islamic organisation opposing Christianity, and vice versa.

## 7.3.3 Sexuality

### Are there gay/lesbian/trans organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research)?

YES, several. The main one is Stonewall. See section 6.1 on civil society and Stonewall. Main methods are public campaigns and awareness raising. TO some extent state lobbying by participating in open consultations. Some of them also provide helplines and general advice on living in UK as LGBT.

<sup>184</sup> See report "Women Bishops in the Church of England? A report of the House of Bishops' Working Party on Women in the Episcopate" at <http://www.cofe.anglican.org/info/papers/womenbishopsguide.pdf>

<sup>185</sup> Boulding, Mary Cecilly (2006) "Women Bishops for the Church of England?" London: Sage  
<http://ecc.sagepub.com/cgi/reprint/2/2/221.pdf>

<sup>186</sup> Church of England "Abortion – a briefing paper" <http://www.cofe.anglican.org/info/socialpublic/abortion.html>

<sup>187</sup> <http://www.cofe.anglican.org/info/papers/domesticabuse.pdf>

<sup>188</sup> <http://www.cofe.anglican.org/info/cmeac>

Examples of LBBT organisations:

OutRage! <http://www.outrage.org.uk>

QueerRuption <http://www.queerruption.net>

Schools Out! <http://www.schools-out.org.uk>

Families and Friends of Lesbians and Gays (FFLAG) <http://www.fflag.org.uk>

Press For Change <http://www.pfc.org.uk>

Campaign for Homosexual Equality (CHE) <http://www.c-h-e.org.uk>

Gay and Lesbian Humanist Association (GALHA) <http://www.galha.org.uk>

Lesbian and Gay Police Association - <http://www.gay.police.uk> Queer Youth – Campaigns and public protests <http://www.queeryouth.org.uk>

Close links to mainly three international organisations:

ILGA of Europe <http://www.ilga-europe.org>

International Lesbian and Gay Association <http://www.ilga.org>

International Gay and Lesbian Youth Organisation (IGLYO)

<http://www.iglyo.com>

**Do they have a national organisation?**

YES, see section on Stonewall.

**In what way are women engaged in and represented in these organisations?**

Lesbian sections organised both separately and integrated.

**Do they work in alliance with other inequalities or not?**

NO (some in GBV and Gay employment rights). In general though, they are, to a large extent not engaged with intersecting inequalities, Women's organisation are more 'intersecting'.

**Are there groups organised against LGBT people/organisations?**

There are various religious groups, for instance but not exclusively, the Church of England, opposing elements of LGBT organisations/issues such as civil partnerships and gay/lesbian adoptions.

#### **7.3.4 Disability**

**Are there disability organisations? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research).**

YES, several.

The United Kingdom's Disabled People's Council is the UK's national organization of the worldwide Disabled People's Movement. Set up in 1981 and represents 80 organizations for disabled people and have approximately 350,000 members. 6 full time staff + 1 director.<sup>189</sup>

Is a member of the world disabled people's movement; Disabled Peoples' International (DPI) and of the European Disability Forum (EDF). UK Coalition for Disability Rights in Europe is also a member of EDF. Campaigns, media/debate articles and lobbies state thorough regular submissions to consultations. Uses EU level to surpass national level.

**In what way are women engaged in and represented in these organisations?**

There are no specific actions, campaigns or report relating to gender, and no information on the composition of member organisations, or the affiliated organisations etc. Annual reports from 2002-2006 do not say anything about women active in the organisation, or whether or not there are any women's organisation members..

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<sup>189</sup> <http://www.bcodp.org.uk/>

### 7.3.5 Age

Are there organisations of / for older people? What are their main strategies (i.e. Building autonomous institutions, Public protest e.g. demonstrations, Campaigning, lobbying state, service provision, research).

YES

AGE Concern UK is a national level coordinating organisation with local level members. Active in areas of health, pensions, housing, care, work & travel.<sup>190</sup> Member of AGE Europe. Submits to state/governmental consultations. Uses EU level.

How are women engaged in and represented in these organisations?

There is no separate women's section. Age Concern and the Fawcett Society have been jointly campaigning for better pensions for women since April 2003 and made joint submissions to governmental consultations in the same policy area. Seems however more active in LGBT and ethnicity than in gender. Nothing on violence against elder women.

### 7.4 Hotspots And Alliances

Is there a history of controversies or 'hotspots' between certain of the intersecting inequalities, rather than others (if so, which)? For example is gender/religion or sexuality/religion or gender/Islam a regular source of controversy? Is this hostility best described as endemic or constant, or as occasional and issue based?

Yes

Gender/religion & gender/ideology – issue based concerning abortions (number of weeks where abortion is to be allowed). Abortion as such is however not a major hotspot in the UK.

Sexuality/religion – issue based, more than occasional, less than constant, concerning civil partnerships.

Gender/religion – issue based, occasional, concerning force marriage and FGM.

Religion: Radical Islam and the issues surrounding terrorism and/or suicide bombers certainly need to be mentioned as a hotspot in the UK. There is an increased polarisation surrounding Islamic issues, leading to major security responses in policy in areas concerning security/securation; borders; ID cards; surveillance etc. Not least the war in Iraq has heightened tensions.

The gender components of this hotspot is most clearly connected to gender based violence and particular forms of violence found within the Islamic community, for instance forced marriage, FGM, and issues surrounding the veil (not the main issue though). Also, the absence of Islamic women in public life reconnects to intimate citizenship non-employment.

Race: there is an organised racist movement in the UK, the British National Party most clear example of this.

The number of men's groups and anti feminist men's groups has increased throughout the QUING period and is now an established part of UK civil society. Regularly submitting papers to governmental consultations as well as performing more radical forms of protest.

Do some organisations representing inequalities often form alliances with each other (if so, which)? For example, feminism and trade unions, or feminism and gay/lesbian groups? Are such alliances best characterised as routine and institutionalised, or as ad hoc and issue based?

Yes

Feminism & Trade Unions

Alliances are routine and institutionalised. On the one hand in form of the organisational structure of trade unions where there are women's committees, on the other hand alliances are routine but concerning certain issues, such as equal pay campaigns, parental leave and on one occasions abortion.

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<sup>190</sup> <http://www.ageconcern.org.uk/AgeConcern/default.asp>

## WIDER SOCIAL INSTITUTIONS

### 8. Wider Social Environment

The wider social environment may be important in explaining the resources, whether economic, organisational or discursive, which are available to the political groups and institutions identified above.

#### Population, economic development, economic inequality and state welfare

	UK	EU
GDP per capita PPP (Purchasing Power Parity) 2003 (OECD 2006)	31.8	29.9
GDP/capita PPS 2005 (EU 27 =100)	116.8	100
Population size 2005 in million (Eurostat 2006)	60	460
% of workforce in agriculture 2005	1.4	3.7 <sup>191</sup>
Longevity 2005 (World Bank 2005)	78.9	79.7 <sup>192</sup>
Gini (measure of economic inequality) 2005 (Eurostat 2007)	34	30
% GDP/gov. expenditure on social protection 2005	26.8	27.2
% GDP/gov. expenditure on active labour market policies 2003 (OECD 2007)	0.49	
% GDP/government expenditure on childcare 2003 (OECD)	0.2	
% GDP/Government expenditure on military (World Bank 2005)	2.6	1.7 <sup>193</sup>

#### Gender Regime

	UK			EU-25		
	Total	Female	Male		Female	Male
Employment rate (2005, Eurostat) <sup>194</sup>	71.7	65.9	77.6	63.5	56.3	71.3
Unemployment rate (2005, Eurostat) <sup>195</sup>	4.8	4.3	5.1		9.8	7.9
Women's share of part-time employment % (2004, UN) <sup>196</sup>	78					
Share of women in adult labour force % (2004, UN) <sup>197</sup>	46					
Gender pay gap, unadjusted (2005 Eurostat) <sup>198</sup>	20 (p)			15		
School enrolment tertiary % gross (2004, World Development Indicators) <sup>199</sup>	60.13	69.8	50.8			
Women in Parliament % of parliamentary seats in single or lower chamber occupied by women (UN 2007) <sup>200</sup>	19.7					
Women's share of legislators and managers % (UN 2005) <sup>201</sup>	34					

<sup>191</sup> EU15 average

<sup>192</sup> EU15 average.

<sup>193</sup> EU15 average

<sup>194</sup> Employment rates:

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=STRIND\\_EMPLOI&root=STRIND\\_EMPLOI/emploi/em012](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em012)

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=STRIND\\_EMPLOI&root=STRIND\\_EMPLOI/emploi/em013](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em013)

<sup>195</sup> Unemployment rates:

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=STRIND\\_EMPLOI&root=STRIND\\_EMPLOI/emploi/em072](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em072)

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=STRIND\\_EMPLOI&root=STRIND\\_EMPLOI/emploi/em073](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em073)

<sup>196</sup> Women's share part-time employment:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5b.htm>

<sup>197</sup> Share of women in adult labour force:

<http://unstats.un.org/unsd/demographic/products/indwm/tab5a.htm>

<sup>198</sup> Gender pay gap

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=STRIND\\_EMPLOI&root=STRIND\\_EMPLOI/emploi/em030](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=STRIND_EMPLOI&root=STRIND_EMPLOI/emploi/em030)

<sup>199</sup> World Development Indicators, World Bank (September 2006)

<sup>200</sup> Women in parliament:

<http://unstats.un.org/unsd/demographic/products/indwm/tab6a.htm>

<sup>201</sup> Women's share legislators and managers:



% lone parent families <sup>202</sup> (dependent children)	27					
Mean age at first marriage (2000, Eurostat) <sup>203</sup>		27.2	29.3			
Marriage rate (2003, UN) <sup>204</sup>	4.2			4.9		
Divorce rate (2003, UN) <sup>205</sup>	2.6			2.1		
Fertility rate (2004, World Development Indicators) <sup>206</sup>		1.8			1.5	

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<http://unstats.un.org/unsd/demographic/products/indwm/tab5d.htm>

<sup>202</sup> Office for National Statistics (2004) *Living in Britain (General Household Survey 2002)*

<http://www.statistics.gov.uk/lib2002/downloads/households.pdf>

<sup>203</sup> Mean age at first marriage,

[http://epp.eurostat.ec.europa.eu/portal/page?\\_pageid=1996,39140985&\\_dad=portal&\\_schema=PORTAL&screen=detailref&language=en&product=Yearlies\\_new\\_population&root=Yearlies\\_new\\_population/C/C1/C13/cab11024](http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1996,39140985&_dad=portal&_schema=PORTAL&screen=detailref&language=en&product=Yearlies_new_population&root=Yearlies_new_population/C/C1/C13/cab11024)

<sup>204</sup> Marriage rate, table 23: <http://unstats.un.org/unsd/demographic/products/dyb/dybsets/2003%20DYB.pdf>

<sup>205</sup> Divorce rate:

<http://unstats.un.org/unsd/demographic/products/dyb/DYB2003/Table25.pdf>

<sup>206</sup> World Development Indicators, World Bank (September 2006)

## 9. SUMMARY

### 9.1 'Deficiencies, deviations and inconsistencies in EU and MS's gender+ equality laws'

	Fully transposed	Before/ after EU	Year	Less, equal to EU, or beyond	ECJ for CEC/Country	EU references
<b>ISSUES</b>						
Equal pay/equal treatment	YES	Before After	1970 2006	Equal	ECJ against UK	NO
Sexual harassment and discrimination	YES					
Equality bodies	YES	BEFORE	2007	BEYOND	-	NO
NGO/civil society dialogue	YES	BEFORE	1969	BEYOND	-	NO
Parental leave	YES	AFTER	1998	BEYOND 2002	CEC ECJ against UK	NO
Organisation of working time	NO	NO	Ongoing	LESS	Debated	YES
Gender Machinery	YES	Before	1975	Beyond	No	Yes

### 9.2 Plans and programmes

National general gender equality plan (current)	Yes			No		
Reference to Lisbon targets				X		
Reference to Barcelona targets				X		
Targets and indicators	None X	Weak	Moderate	Strong		

National plan: Gender-based violence (current)	Yes X			No		
Targets and indicators	None	Weak	Moderate X	Strong		

Focus on gender	No	Yes:	Weak	Moderate	Strong
Employment plan (general assessment)		X	X		
Social protection and social inclusion plan (general assessment)		X	X		
Reference to gender based violence		X	X		

### 9.3 Gender machineries

National gender machineries	Yes (specify date)		No	Notes
	Gender specific	General equality		
Central government gender equality body with senior minister	1997	2007		Women & Equality Unit (-97) Government equalities office (2007)
Independent equality body (research, monitoring, and enforcement)	1975	October 2007		Equality and Human rights commission
National consultative / representative body linking state and women's NGOs	1969			Women's National Commission
Any other body / bodies (e.g. parliamentary committees) Please name: 1. Joint Select Committee on Human Rights	-	-	-	-

### 9.4 Policy

	Not at all	Low	Moderate	High
<b>General</b> To what extent is gender mainstreamed throughout policies?		X		
<b>Non-employment (4.1)</b> Extent to which mothers can be legitimately non-employed			X	
<b>Intimate citizenship (4.2)</b> Extent to which women have access to abortion (in country of residence)				X
Extent to which state policies are highly heteronormative			X	
<b>Gender-based violence (4.3)</b> Extent to which policies on GBV go beyond domestic violence				X
Strength, resources and co-ordination of GBV policies			X	

### 9.5 Civil society and State interface

	Not at all	Low	Moderate	High
Strength of national co-ordinating gender equality body (centralisation, co-ordination, representativeness, resources)				X
Extent to which the women's NGOs participate in policy making			X	
Extent to which women's NGOs are close to state		X		
Extent to which women's NGOs engage with intersecting inequalities			X	
Extent to which women's NGOs are state funded		X		
Extent of influence of trade union body on policy making			X	
Extent of power of women within trade union body			X	