

Equalities: A Changing Workplace?

A conference
9.30am to 3.30pm
Tuesday 10th May 2011
Adelphi Hotel, Lime Street,
Liverpool

Liverpool



Organised by
The Institute of
Employment Rights

About the conference

This conference will consider how far we have come in terms of equality in the workplace – and how far we still have to go.

The Equal Pay Act has recently turned 40, and although the pay gap between men and women has narrowed over the years, there are still significant pay inequalities. Based on the findings of the Annual Survey of Hours and Earnings, the National Statistics website gave the gender pay gap for all employees, in 2010, as 19.8%. Which means that on average, women still earn nearly one-fifth less than men.

For a while it looked as if the Equality Act might help address the gender pay gap, through the new duty on large companies to publish gender pay audits. But the ConDem government recently scrapped this measure, relying instead on companies to undertake pay audits voluntarily.

The Equality Act brings together previously disparate legislation on age, disability, gender, pregnancy and maternity, race, religion and belief, and sexual orientation. Many of the Act's provisions came into force in October 2010. Others are expected in April 2011. This conference is therefore perfectly timed to critically examine all aspects of the Act and to dwell on some of the more progressive clauses of the Act abandoned by the Government.

The conference offers a platform of leading equality campaigners including legal experts, trade unionists, academics, the Equality and Human Rights Commission and the Migrant Rights Network. Together they will offer delegates an informed and sympathetic understanding of the Equality Act, reflecting on whether our workplaces are changing in relation to the equality agenda.

Programme

- 9:30 Registration
- 9:50 Welcome from Chair, *Carolyn Jones, IER*
- 10:00 An overview of equality and equal pay
Alan Christie, Director of Policy, Equality and Human Rights Commission
- 10:30 Equality and the law: recent cases and precedents
Jo Seery, Thompsons Solicitors
- 11:00 Q&A
- 11:10 BREAK
- 11.25 Multiple Discrimination and Positive Action
Sally Brett, Equality Policy Officer, TUC
- 11:55 Equality and the public sector: a view from Unison
UNISON Speaker to be confirmed
- 12:15 Q&A
- 12:25 LUNCH
- 1:30 The Road to Equal Pay: a new approach
Anna Bird, Head of Policy and Campaigns, The Fawcett Society
- 2:00 Sexual Orientation, Religion and belief
Speaker to be Confirmed
- 2:30 Q&A
- 2:40 Migrant Workers in the context of race discrimination
Don Flynn, Director, Migrant Rights Network
- 3:00 Equality on the shop floor
Helen Ozgood, NW Equality Officer, Unite the Union
- 3:20 Questions and Discussion
- 3.30 Close

