



Monthly Labour Market Report

Welcome

The Monthly Labour Market Report from the Learning and Skills Observatory Wales (LSO) aims to provide the main headlines on the Welsh labour market and is based on the latest data available.

This month's issue focuses on **Equalities Issues**.

This report was produced by the Centre for Economic and Social Inclusion (known as *Inclusion*), commissioned by Welsh Government to blend Wales's available labour market information (LMI) (from the various sources) and produce a monthly analysis. Whilst the report is owned by Welsh Government it is not validated in terms of its specific content or interpretation.

Inclusion has an unrivalled understanding of the labour market based on over 28 years of experience of working with the range of stakeholders involved in delivering employment and skills services. We collect and analyse both national and local labour market data through our well developed Local Labour Market Information System, conduct research on employment and skills issues at the local level, run events that bring together policymakers and providers in the skills and employment sector, and produce weekly e-briefings that summarise what is new in employment and skills for our subscribers.

We currently supply monthly employment and skills data to the Greater London Authority, as well as providing labour market tools and analysis for Greater Manchester.

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Latest labour market trends

Employment

Employment data from the Labour Force Survey (LFS) – estimates published by the Office for National Statistics (ONS) obtained from a large sample quarterly rolling survey of households – show that Wales performed less well than some but better than other UK nations and English regions in the rolling quarter September to November 2014.

The (seasonally adjusted) Labour Force Survey estimate of the number of people aged 16 and over in employment in Wales increased by 4,000 (+0.3%) compared to the previous quarter (June to August 2014) to a total of 1,367,000. A quarterly net increase in the number of men in employment more than offset a net fall in the number of women in employment. Male employment increased by 10,000 (+1.4%) to 726,000 while female employment fell by 6,000 (-0.9%) to 642,000.

The increase in total employment in Wales compares with a corresponding quarterly increase in total UK employment of 37,000 (+0.1%). Employment increased by 33,000 (+0.1%) in England and by 1,000 (statistically 0.0%) in Scotland but fell by 1,000 (-0.1%) in Northern Ireland. The net increase in England comprised an increase in employment in the North East (16,000, +1.4%), the North West (4,000, +0.1%), the East Midlands (12,000, +0.5%), the West Midlands (31,000, +1.2%), the South East (+14,000, +0.3%) and the South West (9,000, +0.4%) and a decrease in Yorkshire and Humberside (-9,000, -0.4%), the East of England (-2,000, -0.1%) and London (-42,000, -1.0%).

The working age employment rate for Wales (i.e. the proportion of the population aged 16-64 in employment) was unchanged in the quarter at 68.7%. This compares with an unchanged rate in England, an increase of 0.2 percentage points in Scotland and a decrease of 0.5 percentage points in Northern Ireland. The employment rate in Wales is 4.3 percentage points lower than the UK average (73.0%) and lower than the employment rate in both England (73.3%) and Scotland (74.1%) but higher than the rate in Northern Ireland (67.8%).

In keeping with recent monthly data releases the ONS commented as follows on the latest figures for employment in Wales:

“For most regions the general picture has been for employment rates to be increasing or close to flat, with all but one region having higher employment rates than a year ago. The exception is Wales, which has been falling from record highs since late 2013, with the latest estimate 2.2 percentage points lower than a year ago.”

Unemployment and economic inactivity

The number of people in Wales who are unemployed on the International Labour Organisation (ILO) Labour Force Survey measure increased by 9,000 to 103,000 between the quarters June to August 2014 and September to November 2014. Total unemployment fell by 71,000 in England and by 3,000 in Northern Ireland but increased by 7,000 in Scotland. The number of unemployed men in Wales increased by 2,000 (+4.0%) to 57,000 and the number of unemployed women increased by 7,000 (+18.4%) to 46,000.

The ILO unemployment rate in Wales increased in the quarter by 0.6 percentage points to 7.0%. The UK average rate of ILO unemployment fell by 0.2 percentage points to 5.8%. The unemployment rate in Wales was higher than in England (5.8%), Scotland (5.7%) and Northern Ireland (5.8%). Within England, only the

North East (8.5%) had a higher unemployment rate than Wales. South West England (4.4%), South East England (4.5%), and the East of England (4.9%) had the lowest unemployment rates.

The administrative count of people unemployed and claiming Jobseeker's Allowance (JSA) is somewhat lower (49,300 in Wales in December 2014, a JSA claimant count rate of 3.5%) than ILO unemployment because non-JSA claimant jobseekers are excluded. The JSA claimant count rate in Wales is 0.9 percentage points higher than the UK average rate (2.6%). The number of JSA claimants in Wales decreased by 1,300 between November and December 2014. However care should be taken in interpreting change in the claimant count since this can be influenced by changes to the benefit system as well as underlying change in the labour market.

The number of economically inactive people of working age in Wales fell by 8,000 to 495,000 between the quarters June to August 2014 and September to November 2014. As the LMI scorecard shows the working age rate of economic inactivity in Wales (25.9%) is 3.5 percentage points higher than the UK average (22.4%).

Within the UK nations and regions only Northern Ireland (27.9%) had a higher inactivity rate than Wales in the quarter September to November 2014. The lowest inactivity rates are in the East of England (19.3%), the South East (19.7%) and the South West (20.1%)

LMI scorecard









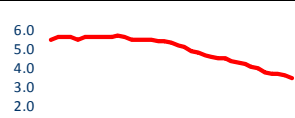

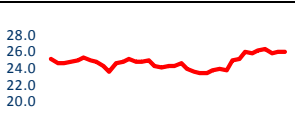

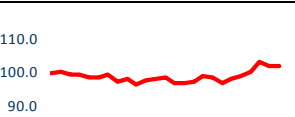

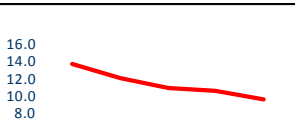
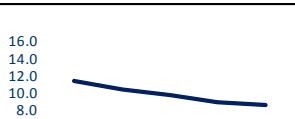
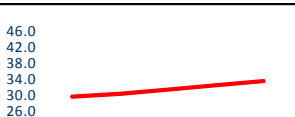
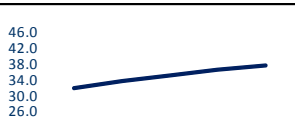
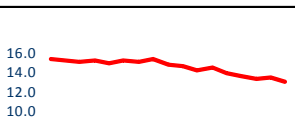
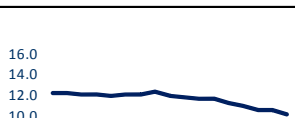
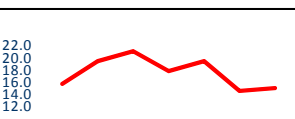
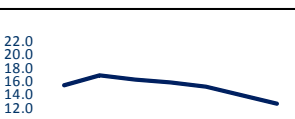
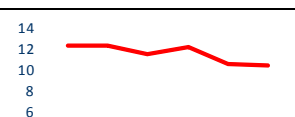
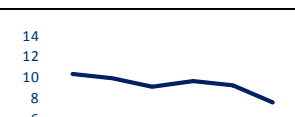
The scorecard presents recent trends and figures for a number of core labour market indicators, using a variety of different sources:

	Source
Working age employment rate	1
Working age male employment rate	1
Working age female employment rate	1
ILO unemployment rate 16+	1
Claimant count as a proportion of the working age population	2
Working age economic inactivity	1
Index of workforce jobs	3
Proportion of the working age population with no qualifications	4
Proportion of the working age population qualified to NQF4+	4
Proportion of the working age population who claim out of work benefits	5
Children living in workless households	6
Proportion of 16–18 year olds who are not in employment, education or training	7

- 1 LFS, ONS: subject to sampling variability and should be used with caution
- 2 Claimant count seasonally adjusted, NOMIS: trends can be affected by changes to benefit rules
- 3 Employer surveys, household surveys and administrative sources, ONS
- 4 Annual Population Survey/Annual Local LFS, ONS. Data is subject to sampling variability and should be used with caution.
- 5 Department for Work and Pensions, NOMIS
- 6 Household LFS, ONS: subject to sampling variability and should be used with caution
- 7 Source: ONS, Higher Education Statistics Agency, Welsh Government Lifelong Learning Wales Record, Pupil Level Annual School Census, Annual Population Survey.

LMI Scorecard

January 2015

		Wales		Difference between Wales and National (latest figures): Better Worse	NATIONAL (UK or GB depending on indicator)	
		Trend (Three to four years)	Latest result & trend		Latest result & trend	Trend (Three to four years)
Supply of Labour	Working age employment rate (%)		68.7% ↓	-4.2 Charts cover: Sep - Nov 11 to Sep - Nov 14	73.0% →	
	Working age male employment rate (%)		73.0% ↑	-4.8 Charts cover: Sep - Nov 11 to Sep - Nov 14	77.8% →	
	Working age female employment rate (%)		64.5% ↓	-3.7 Charts cover: Sep - Nov 11 to Sep - Nov 14	68.2% →	
	ILO Unemployment rate 16+ (%)		7.0% →	1.2 Charts cover: Sep - Nov 11 to Sep - Nov 14	5.8% ↓	
	Claimant Count as a proportion of the workforce, seasonally adjusted (%)		3.5% ↓	0.9 Charts cover: Oct 11 to Oct 14	2.6% ↓	
	Working age economic inactivity (%)		25.9% →	3.5 Charts cover: Sep - Nov 11 to Sep - Nov 14	22.4% →	
Demand	Index of workforce jobs. 2008 Q1=100		101.8% →	-2.4 Charts cover: 2008 Q2 to 2014 Q2	104.2% ↑	
Skill gaps	Proportion of the working age population with no qualifications (%)		9.7% ↓	1.0 Charts cover: Year to Dec 09 to year to Dec 13	8.7% ↓	
	Proportion of the working age population qualified to NQF4+ (%)		33.6% ↑	-4.0 Charts cover: Year to Dec 09 to year to Dec 13	37.6% ↑	
Worklessness & NEETS	Proportion of the working age population who claim out of work benefits		13.0% ↓	2.8 Charts cover: May 10 to May 14	10.2% ↓	
	Children living in workless households (%)		15.1% ↓	2.4 Charts cover: Apr-Jun 2008 to Apr-Jun 2014	12.7% ↓	
	Proportion of 16-18 year olds who are NEET (%)		10% ↓	2.0 Charts cover: 2008 to 2013	8% England ↓	

Equalities Issues

Introduction

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it is unlawful to treat someone. It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- gender
- sexual orientation

These are called ‘protected characteristics’ and people are protected at work, in education, as a consumer, when using public services, when buying or renting property or as a member or guest of a private club or association.

This month's report focuses on labour market issues associated with these different characteristics in Wales, while acknowledging that there are limitations to the data available on some groups.

Age

Older workers were the subject of the LMI spotlight in September 2014, which showed that the over 50s make up an increasingly large proportion of the population, and are starting to stay in work longer, with increasing economic activity and employment rates, particularly among the over 65s.

The latest statistics for the year to September 2014 show that the economic activity rate for the 50-64 age group in Wales was 67.2% (compared to 74.8% for all 16-64 year olds), while the employment rate was 64.3% (compared to 69.5% for all 16-64 year olds)¹. Unemployment among different age groups and the support available to them will be the feature of next month's spotlight article.

Research by the Department for Work and Pensions, published in early 2012² showed that age-related discrimination and stereotyping remain rooted in British society. Their analysis of the ONS Opinions Survey found that just over a third of respondents said they had been shown some age-related prejudice in the last year. This has risen from a quarter in the previous survey. Experiences of age discrimination were more common for younger groups, with under 25s at least twice as likely to have experienced discrimination as other age groups.

In terms of age discrimination in the workplace, Ministry of Justice statistics on employment tribunals³ show a fall in the number of tribunals related to ageism. In 2013/14 there were 1,994 tribunals related to age

¹ <https://statswales.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Labour-Market-Summary/AnnualLabourMarketSummary16to64-by-WelshLocalAreas-EconomicActivityStatus>

² <https://www.gov.uk/government/news/dwp-in-house-research-report-attitudes-to-age-in-britain-2010-11>

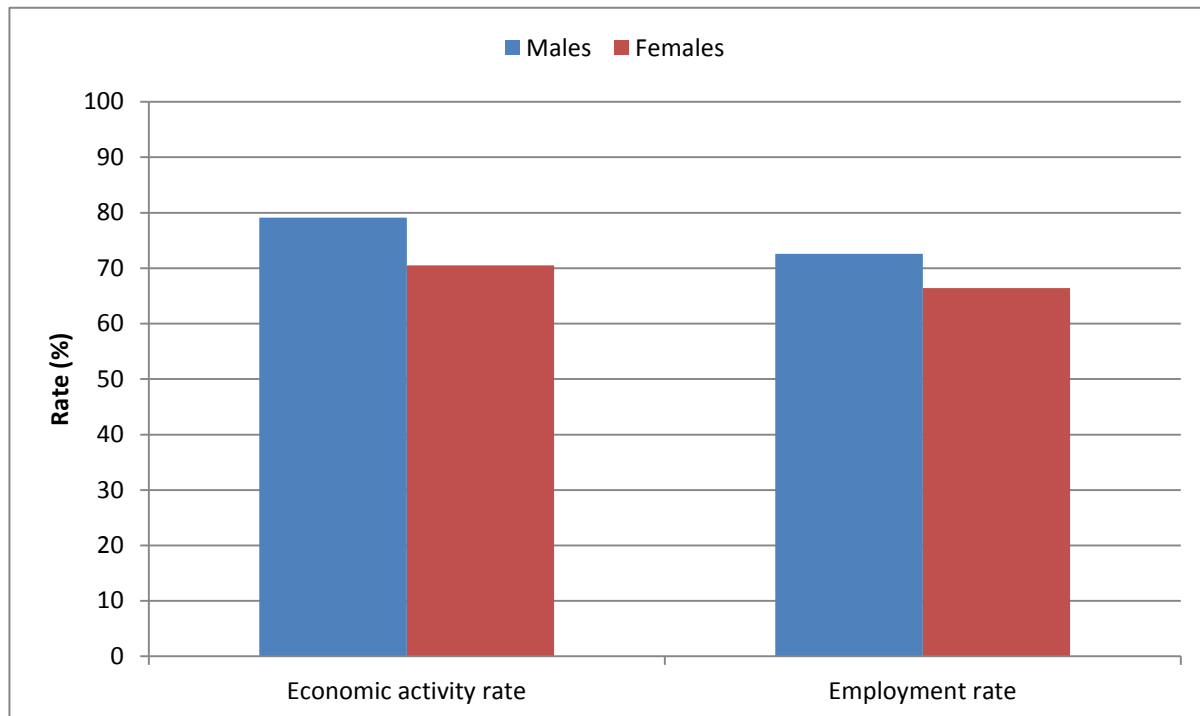
³ <https://www.gov.uk/government/statistics/tribunal-statistics-quarterly-april-to-june-2014>

discrimination, with year on year falls from a peak of 6,821 in 2010/11.

Gender

Figure 1 shows that economic activity rates for women in Wales are slightly lower than for men (70.5% compared to 79.1%). The same is true of employment rates, although the gap is narrower (66.4% for women, 72.6% for men). The gender gap in both rates has closed slightly in recent years, see in Table 1.

Figure 1: Economic activity and employment rates by gender (aged 16-64), Wales, October 2013 - September 2014



Source: StatsWales <https://statswales.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Labour-Market-Summary/AnnualLabourMarketSummary16to64-by-WelshLocalAreas-EconomicActivityStatus>

Table 1: Economic activity and employment rates by gender (aged 16-64), Wales, 2009 – 2014

Economic activity rate (%)	2009	2014	Change (% pts)
Men	78.4	79.1	0.7
Women	67.6	70.5	2.9
Employment rate (%)	2009	2014	Change (% pts)
Men	70.6	72.6	2.0
Women	63.3	66.4	3.1

Source: StatsWales <https://statswales.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Labour-Market-Summary/AnnualLabourMarketSummary16to64-by-WelshLocalAreas-EconomicActivityStatus> Note: Data is for October to September for each year shown.

Historically, there has also been a pay gap between men and women. Across all occupations, men earned on average around 17% more than women in Wales in 2014. This figure in itself should not be taken as being indicative of discrimination, as there are significant differences in the occupational structure of employment of men and women, with large proportions of women working in relatively low skilled and low paid occupations, such as:

- administrative occupations
- caring personal service occupations
- sales occupations
- elementary administration & service occupations

It therefore may be more illustrative to look at earnings by occupation. Table 2 shows that for each broad occupational area, men earn significantly more on average than women, from 9% more in managerial and sales / customer service occupations, to around 36% more in skilled trades and process / plant / machine operatives in 2014. However, the pay gap closed somewhat for most occupations between 2011 and 2014.

Table 2: Average Gross Weekly Earnings by Occupation and Gender, Wales. 2011 and 2014

Occupation	2011			2014			Change 2011-2014
	Males	Females	Gap	Males	Females	Gap	
Managers and Senior Officials	733.8	592.6	23.8%	719.1	658.7	9.2%	-14.7%
Professional Occupations	755.1	650.5	16.1%	794	677.5	17.2%	1.1%
Associate Professional and Technical Occupations	591.6	487.7	21.3%	625.7	512.5	22.1%	0.8%
Administrative and Secretarial Occupations	468.9	381.6	22.9%	465.9	408.7	14.0%	-8.9%
Skilled Trades Occupations	494.7	329.2	50.3%	522.8	384.9	35.8%	-14.4%
Personal Service Occupations	382.3	321	19.1%	378	331.1	14.2%	-4.9%
Sales and Customer Service Occupations	365.7	314.6	16.2%	362.8	332.8	9.0%	-7.2%
Process, Plant and Machine Operatives	449.1	333.3	34.7%	471.5	347.9	35.5%	0.8%
Elementary Occupations	357.7	296.5	20.6%	366.2	301.2	21.6%	0.9%
All	551.6	463.8	18.9%	570.1	488.4	16.7%	-2.2%

Source: StatsWales <https://statswales.wales.gov.uk/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Earnings>. Note: Data for 2014 data are provisional and are only directly comparable to the 2011 estimates onwards, comparisons with other years are not strictly valid Data relates to full-time employees on adult rates whose pay for the survey period was not affected by absence.

In highlighting the scale of sex discrimination in UK workplaces, the website ukfeminista.org.uk⁴ has summarised some key findings from various research projects regarding gender inequality:

- Women make up only 17% board directors of FTSE 100 companies
- A study by the Fawcett Society found that 51% of women and men from middle management to director level identify stereotyping as the major hurdle facing women at work
- Up to 30,000 women are sacked each year simply for being pregnant and each year an estimated 440,000 women lose out on pay or promotion as a result of pregnancy
- 14% of White British women have been asked about their plans for marriage and/or children at a job interview compared to 20-25% of Black Caribbean, Bangladeshi and Pakistani women.

In 2013/14, there were 13,722 employment tribunals in the UK related to sex discrimination, a figure that has fallen significantly from its peak of 26,900 in 2007/08. There were also 17,202 tribunals related to equal pay, although the statistics do not provide any breakdowns by gender.

⁴ <http://ukfeminista.org.uk/take-action/facts-and-statistics-on-gender-inequality/>

Maternity / Paternity

Pregnancy discrimination is an issue that the UK Government is taking seriously. In November 2013, a new £1m programme of independent research, to examine the extent of pregnancy discrimination in the UK and its effect on both families and the economy, was given the go ahead. Over 9,000 thousand pregnancy discrimination claims have been brought against UK employers since 2007, and it has been nearly ten years since the last full study found that being pregnant cost families nearly £12 million a year in lost maternity pay as women were fired before they were entitled to claim.

The report highlighted that half of all pregnant women in Great Britain experienced some form of disadvantage at work, simply for being pregnant or taking maternity leave, with 30,000 women saying they had been forced out of their jobs⁵.

More recent figures suggest that this may be an even bigger issue despite increased legal protection, with 'up to 50,000 women who take maternity leave each year are unable to return to the jobs they left behind because of discrimination by employers. Figures analysed by the House of Commons library found that as many as 14% of the 340,000 women who take maternity leave every year find their positions under threat when they try to return'⁶. Despite these large numbers, the number of employment tribunals related to pregnancy is relatively low, at just 1,248 in 2013/14.

Recent reforms of maternity laws include the introduction of Shared Parental Leave - a new right that enables eligible mothers, fathers, partners and adopters to choose how to share time off work after their child is born or placed. This could mean that the mother or adopter shares some of the leave with her partner, perhaps returning to work for part of the time and then resuming leave at a later date. The regulations came into effect in December 2014, and apply to babies due to be born on or after 5 April 2015, meaning that there are not yet any statistics available on the take up of this new right.

Disability

Along with the North East of England, Wales has the highest level of disability in the UK, with 22.3% of the population aged 16-64 having a disability, around 421,500 people. Figure 2 shows that the economic activity rate of disabled people in Wales was just 50.6% in the twelve months to September 2014, compared to 81.8% for people with no disability. Employment rates show a similar gap, with 44.4% of disabled people in work, compared to 76.8% of non-disabled people.

Due to recent changes to the wording of the disability questions in order to bring the LFS/APS more into line with the definitions and questions used in other household surveys in the UK (consistent with the definitions used in 2010 Equality Act), there is no comparable trend data on disability available.

Although the data is now slightly dated, statistics show that disabled people are significantly more likely to experience unfair treatment at work than non-disabled people. In 2008, 19% of disabled people experienced unfair treatment at work compared to 13% of non-disabled people, and around a third of disabled people experience difficulties related to their impairment in accessing public, commercial and leisure goods and services⁷.

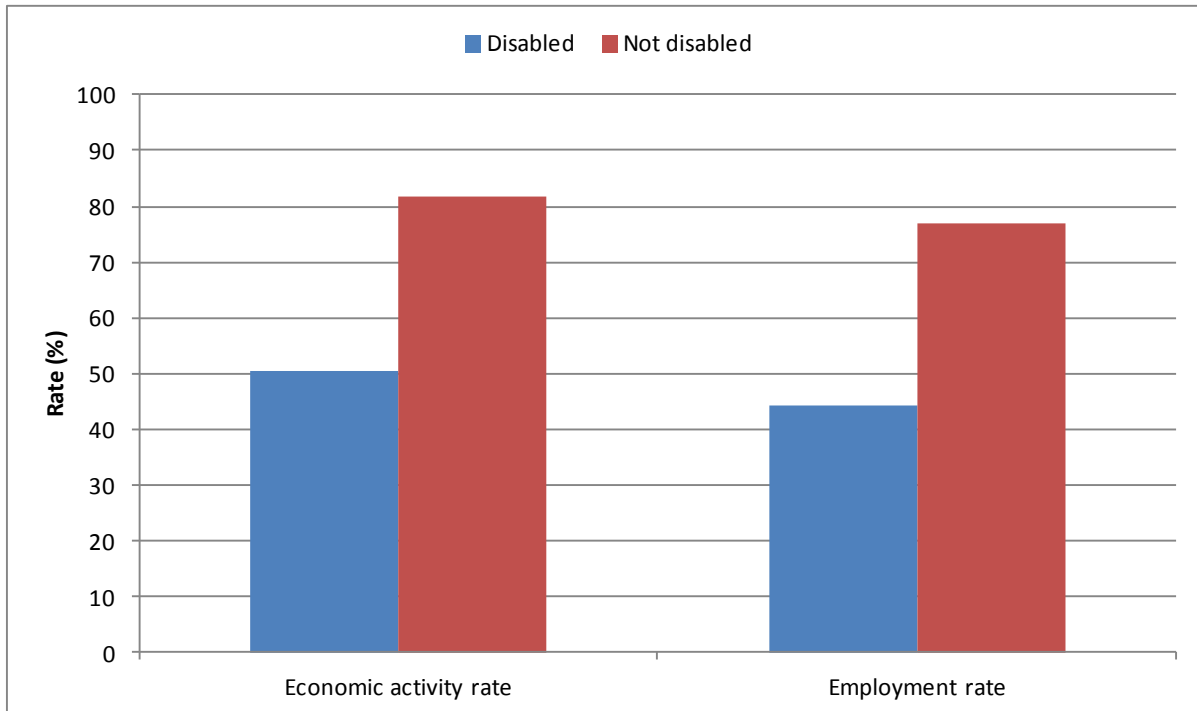
⁵ <https://www.gov.uk/government/news/1m-million-to-help-tackle-pregnancy-discrimination-in-the-workplace>

⁶ <http://www.independent.co.uk/news/uk/home-news/mind-the-maternity-gap-50000-women-a-year-dont-get-jobs-back-after-taking-leave-8785059.html>

⁷ <https://www.gov.uk/government/publications/disability-facts-and-figures/disability-facts-and-figures>, published January 2014. The statistics quoted relate to Great Britain.

In 2013/14, there were 5,196 employment tribunals in the UK related to disability discrimination, a lower figure than for previous years, which stood at around 7,500 for the last four years.

Figure 2: Economic activity and employment rates by disability (aged 16-64), Wales, October 2013 - September 2014



Source: Annual Population Survey (via Nomis)

Ethnicity

According to the Annual Population Survey (APS), just 4.3% of the population aged 16-64 in Wales is from an ethnic minority group, around 80,800 individuals. With a relatively small ethnic minority population and a correspondingly small sample size within the APS, data are not sufficiently robust to enable any analysis for individual ethnic minority groups.

Figure 3 shows that the economic activity rate of people from ethnic minority groups in Wales was 61.6% in the twelve months to September 2014, compared to 75.4% for white people. Employment rates show larger gap, with 54.9% of people from ethnic minorities in employment, compared to 70.1% of white people.

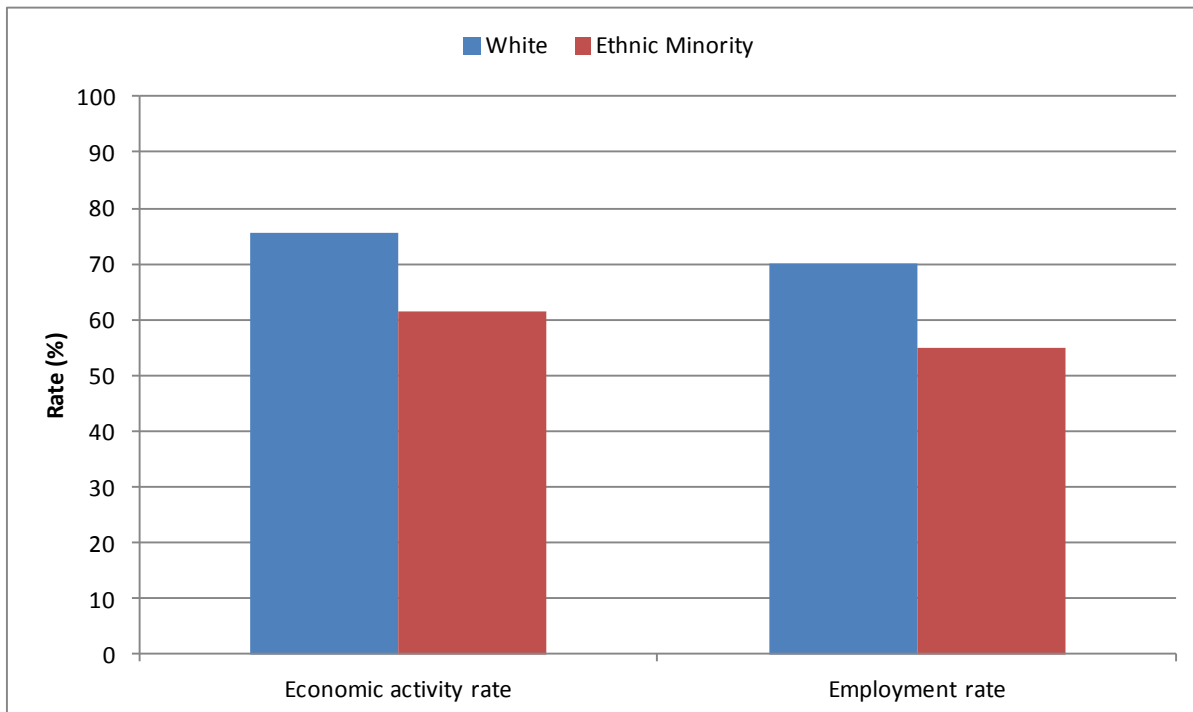
Table 3 indicates a worsening of the labour market position of ethnic minority groups in recent years, with falling levels of economic activity and employment between 2009 and 2014, in marked contrast to a slight increase on both measures for white people. However, it is worth noting that the confidence intervals associated with the smaller APS sample size for Wales are wider than those for the UK as a whole, and that UK data does not reflect the same trend as indicated for Wales.

Findings from the latest British Social Attitudes survey found that the proportion of people who admit to being racially prejudiced has risen since the start of the millennium⁸, which has been linked to the events of 9/11, the subsequent 'war on terror', rising inequality and increasing hostility towards immigration. In the 2012/13 survey, 29% of people in Wales admitted to being racially prejudiced compared to 20% in 2000. This data on racial attitudes is in stark contrast to other indicators of social change such as attitudes to

⁸ <http://www.natcen.ac.uk/media/338779/selfreported-racial-prejudice-datafinal.pdf>

same-sex relationships and sex before marriage. By those measures, the UK has become a more accepting, liberal country.

Figure 3: Economic activity and employment rates by ethnicity (aged 16-64), Wales, October 2013 - September 2014



Source: Annual Population Survey (via Nomis)

Table 3: Economic activity and employment rates by ethnicity (aged 16-64), Wales, 2009 - 2014

Economic activity rate	2009	2014
White	73.1	75.4
Ethnic Minority	69.4	61.6
Difference	3.7	13.8
Employment rate	2009	2014
White	67.2	70.1
Ethnic Minority	59.3	54.9
Difference	7.9	15.2

Source: Annual Population Survey (via Nomis). Note: Data is for October to September for each year shown.

In terms of workplace discrimination, there were 3,064 employment tribunals in the UK related to racial discrimination, down from a high of 5,712 in 2009/10.

Religion

Data on economic activity and employment is also available for people of different religions, albeit only from the Census of Population. Table 4 shows that economic activity and employment rates were highest among Hindus (70.4%) and those with no religion, while the lowest rates were found among Christians, Jews and Muslims. In examining these figures, it is worth noting that around 37% of adults had no religion or did not state their religion, and just 4% of adults in Wales who stated their religion were anything other than Christian.

Table 4: Economic activity and employment rates by religion, Wales (aged 16+), 2011

Religion	Economic Activity Rate	Employment Rate
Christian	54.8	51.7
Buddhist	64.4	58.2
Hindu	70.4	64.2
Jewish	54.7	50.3
Muslim	53.1	44.3
Sikh	67.7	60.1
Other religion	60.5	54.2
No religion	69.3	62.2
Religion not stated	55.2	50.8
All	59.3	54.8

Source: Census of Population, Table LC6205EW - Economic activity by Religion, via Nomis

In the summer of 2011, the Equality and Human Rights Commission published a review of research evidence relating to religious discrimination between 2000 and 2010, which found:

- An increase in tribunal cases on religious discrimination - since December 2003, when the Employment Equality (Religion or Belief) Regulations came into force, the number of tribunal cases to do with 'religion or belief' has gradually increased. However, it is not clear how far this relates to increased frequency of claims of discrimination or to a greater awareness of potential legal remedies for such discrimination.
- Islamophobic 'spikes' - evidence exists to suggest that, in the wake of the 9/11 and 7/7 bombings, there have been 'spikes' in the manifestation of some forms of 'religious discrimination' in relation to Muslims (as well as those perceived to be Muslims).
- Anti-Semitic 'trends' - there is quantitative evidence that the recorded number of incidents of anti-Semitism has increased since 2000, with an apparent peak in 2009, falling back somewhat in 2010, though to levels that are still higher somewhat higher than in the immediately preceding years,

Sexual Orientation

Data on how employment rates varied by sexual orientation were obtained via a special data request to the Office for National Statistics (ONS) for Wales and the UK as a whole (see Table 5). It is estimated that for the UK as a whole the rate of employment for heterosexual/straight people is the same as for gay/lesbian/bisexual people. However in Wales it is estimated that the employment rate for heterosexual/straight people is higher than the rate for gay/lesbian/bisexual people.

Table 5: Employment rates by sexual orientation, Age 16-64, 2013

	Wales	UK
Heterosexual / Straight	63.7%	68.6%
Gay / Lesbian / Bisexual	55.5%	68.6%
Other	*	60.6%

Source: Integrated Household Survey

Note: These estimates are obtained from a relatively small sample survey and are subject to uncertainty and therefore caution should be taken before making definitive inferences.

Serves You Right⁹, a survey of 1,658 lesbian, gay and bisexual people conducted by Stonewall (a charity representing lesbian, gay and bisexual people) found that gay people expect poorer treatment from public services including social housing, criminal justice and health services. The survey also found that nearly one in five gay people say they have experienced bullying from their colleagues because of their sexual orientation. Lesbian, gay and bisexual people in occupational groups C2DE¹⁰ (working class) were 50% more likely to experience bullying than those in occupational groups ABC1 (middle class).

Employment tribunals based on sexual orientation discrimination are less common than any other form of discrimination. In 2013/14, there were 361 tribunals, compared to 706 in 2009/10.

Summary

This month's spotlight has been on equality issues in the labour market, for those groups protected from discrimination under the provisions of the Equality Act 2010. The available data has highlighted that many groups protected under the act have significantly lower economic activity and employment rates, particularly for the disabled and for people from ethnic minority groups.

The labour market position of women appears to have improved in recent years, with economic and activity rates rising faster than those for men. The data also suggests that the gender pay gap is closing for most occupations, although there is still clear evidence of gaps existing.

While qualitative research evidence has identified significant ongoing issues related to discrimination in British workplaces and wider society, the available statistics show that the number of employment tribunals related to all types of discrimination has fallen. While this may be indicative of greater employer compliance with the Equality Act, the statistics are also influenced by the introduction of fees to bring an employment tribunal from April 2013. With fees possibly amounting to £1,200, Citizens Advice has found that 'people with legitimate grievances against employers are being deterred by costs from taking cases forward'¹¹.

References

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http://www.equalityhumanrights.com/sites/default/files/documents/research/research_report_73_religious_discrimination.pdf

⁹ http://www.stonewall.org.uk/what_we_do/research_and_policy/2880.asp

¹⁰ based on National Readership Survey Social Grades system <http://www.nrs.co.uk/nrs-print/lifestyle-and-classification-data/social-grade/>

¹¹ <http://www.theguardian.com/money/2014/jul/27/fees-drop-employment-tribunal-cases>

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