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EHRC RESEARCH DATABASE NEWSLETTER, September 2017

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Dear Research Database Member

Welcome to the EHRC Research Database Newsletter. We hope that you found our most recent quarterly newsletter (June 2017) useful. If you did not receive this and would like to do so, please contact Research@equalityhumanrights.com

Unless stated, all EHRC research reports can be downloaded from:

<https://www.equalityhumanrights.com/en/our-research/list-all-our-research-reports>

They are also available from the Research Team on request.

New research reports

The disability pay gap by Simonetta Longhi (University of Essex) (Research report no. 107)

This research report explores the disability pay gap, which is defined as the difference between the average hourly pay of disabled and non-disabled people, through a brief literature review followed by a statistical analysis of the Labour Force Survey (1993-2014). It looks at: pay gaps for people with different types of impairments; trends in employees and pay; and the key causes of the disability pay gap.

Key findings included that:

- Research consistently finds that disabled people are less likely to be in employment than non-disabled people and when employed they receive, on average, lower pay. The causes of the disability pay gap are complex. However, there is evidence that disabled people face barriers

and discrimination in employment. There are also differences in the personal characteristics of disabled people and non-disabled people that have an impact on the pay gap.

- The overall employee rate of disabled people was about 35% in 2014 for both disabled men and women. Among non-disabled people it was around 63% for men and 57% for women. Only around a quarter of men and women aged 16-64 with a disability that was both 'activity-limiting' and 'work-limiting' had a paid job. Those people whose disability was activity-limiting but not work-limiting had higher employee rates than other disabled people.
- The disability pay gap in the period 1997-2014 was 13% for men and 7% for women. Pay gaps among men are often larger than those among women.
- The size of the pay gap varies depending on the exact nature of the disability, while the pay gaps for those with physical impairments are also substantial. The extent to which a disability affects daily activities and work also has a bearing on the size of pay gaps. Those with an activity and work-limiting disability tend to experience large pay gaps.
- Where ethnic pay gaps exist, they tend to become larger when disability is factored in, but the disability pay gap does not seem to vary by ethnicity.
- Certain characteristics tend to be associated with pay gaps across all disability groups and both genders, although their relative importance varies depending on the group.
- Characteristics which help to reduce pay gaps for disabled people compared with non-disabled people include being older and having longer job tenure, which generally translate into higher pay.
- Although the analysis goes some way to understanding the characteristics associated with pay gaps, the data only provide a partial explanation. Disabled people may face other barriers that have not been captured in this analysis but are identified in the literature review, such as discrimination.

The ethnicity pay gap by Simonetta Longhi and Malcolm Brynin (University of Essex) (Research report no. 108)

This research report explores the ethnicity pay gap, which is defined as the difference between the average hourly pay of ethnic minorities and White British people, through a brief literature review followed by a statistical analysis of the Labour Force Survey (LFS) (1993-2014). It looks at: trends in employment and pay; the pay gaps for various different ethnicities; and the key causes of the ethnicity pay gap

Key findings included that:

- The ethnicity pay gap is a longstanding phenomenon. Previous research has shown that people from ethnic minorities tend to earn less, overall, than White people. This is often associated with social disadvantage and is arguably also caused by discrimination. New arrivals to the country may have a poor command of English, possess qualifications which are not generally recognised by employers and be unfamiliar with the UK's culture; these factors affect pay. Immigrants to Britain often work in low-paid occupations and are overqualified for the job they do.
- Employment rates – the percentage of a group with a paid job, excluding the self-employed – vary between ethnic groups, and by gender. The employment rates of Pakistani and Bangladeshi women have been consistently low – below 30%.
- Analysis of the LFS for 2002-2014 showed that the mean hourly pay of different ethnic groups varied considerably. Gaps also varied depending on whether people in ethnic minorities were born in the UK or abroad. Among men, the overall picture was fairly clear, but the pay landscape for women in the same period was more complex.
- The model used for the analysis found that pay gaps are much larger for ethnic minority men born abroad than for those born in the UK. Based on the same model, pay gaps for ethnic minority women were much smaller than those for ethnic minority men, and some groups had a pay advantage.
- Broadly speaking, in the period 1993-2014 there has been very little narrowing of ethnic pay gaps and for some groups they have actually increased, particularly among men.

- The occupational pay gap is the average pay gap within individual occupations, in which people do broadly similar work. Among men, ethnic minorities typically earn less within occupations than their White British counterparts. The picture for women is more mixed, with certain ethnic minorities outperforming women in terms of pay.
- Several ethnic minorities have high proportions of people being paid less than the Living Wage.
- The statistical analysis of drivers of ethnic pay gaps reveals some common patterns across ethnic groups, as well as some differences. There are also factors which mitigate ethnic pay gaps.

The gender pay gap by Malcolm Brynin (University of Essex) (Research report no. 109)

This research report explores the gender pay gap, which is defined as the difference between the average hourly pay of men and women, through a brief literature review followed by a statistical analysis of the Labour Force Survey (LFS) (1993-2014). It explores: the size of the gender pay gap; the features of the gap and how it varies by characteristics; and the key causes of the gap.

Key findings included that:

- The mean gender pay gap has reduced considerably. As a percentage of male earnings, for full and part-time work, it fell from 27% in 1993 to 10% in 2014.
- The gender pay gap is a longstanding phenomenon and its causes are complex. Social pressures and norms influence gender roles and often shape the types of occupations and career paths which men and women follow, and therefore their level of pay. Women are also more likely than men to work part-time and to take time out from their careers for family reasons.
- The effect of 'occupational segregation' – the division of men and women into different occupations – on pay has lessened. However, within occupations, on average women are still paid less than men suggesting they are either being paid less for doing broadly the same work or they have lower level jobs in the same occupations.

- Women not only earn less than men overall, they are more likely to be low paid. The pay gap also widens with age: older women experience a larger pay gap compared with their male peers than younger women with their male peers.
- While younger married women earn more than unmarried women, this advantage reverses with age.
- There appears to be a relationship between housework and the pay gap.
- Care responsibilities affect men as well as women in terms of pay. Men and women with the most time-consuming care responsibilities tend to have similar salaries. However, the majority of men and women do not have care responsibilities.
- The gender pay gap varies according to where people live and the sector they work in and is larger in the private sector than in the public sector
- In the period 1993-2014, the gender pay gap among graduates declined from 21% to 6%, whereas for women without A-levels the gap declined from 34% to 17%.
- The proportion of the gender pay gap which remains unexplained has risen from just over half in the period 1993–1997 to over two-thirds between 2010-2014.
- Analysis of LFS data indicates that part-time work, occupational segregation and the ‘glass ceiling’ are the main drivers of the gender pay gap.

Tackling gender, disability and ethnicity pay gaps: a progress review by Duncan Brown, Andrea Broughton and Catherine Rickards (Research report no. 110)

This report examines the effectiveness of interventions led by UK government and employers to tackle gender, ethnicity and disability pay gaps in the UK. Using a combination of literature evidence and workshop discussions, it also identifies opportunities for progress and highlights strategies that have the potential to reduce pay gaps for women, disabled people and ethnic minorities.

Key findings included that:

- The literature review found some evidence of evaluation of policy and practice aimed at tackling the gender pay gap. In relation to the ethnicity and disability pay gaps, very little evidence of specific interventions, or evaluations of them, was found.
- Quantifying the impact of the National Minimum Wage (NMW) on pay gaps is not straightforward.
- Voluntary initiatives have failed to tackle the gender pay gap because employers' participation rates have been low.
- Bonuses and highly variable pay, more commonly found in the private sector, have been found to put women at risk of disadvantage. By contrast, public sector employers are subject to stronger regulatory requirements and pay controls.
- Some public, voluntary and private sector employers have introduced measures to support female employees' career progression. Typical schemes offer training and development, mentoring, peer support and assistance for those returning from maternity leave, alongside – in some cases – voluntary representation targets at senior levels. There is some evidence of success, although little is known about the effect of these activities on pay gaps.
- The causes of pay gaps are complex and are driven by the structures of labour markets and wider society.

EHRC pay gaps strategy

Fair opportunities for all: a strategy to reduce pay gaps in Britain (Equality and Human Rights Commission)

This report sets out the Commission's strategy on what needs to change and who needs to take action to reduce gender, ethnicity and disability pay gaps. The recommendations are based on the above research reports. The Commission is calling on the UK, Scottish and Welsh governments and employers to address pay gaps in a comprehensive and coordinated way.

The strategy is available at: <https://www.equalityhumanrights.com/en/publication-download/fair-opportunities-all-strategy-reduce-pay-gaps-britain>

EHRC submissions

Disability rights in the UK: updated submission to the UN Committee on the Rights of Persons with Disabilities

This submission provides information on the extent to which the UK is putting the UN Convention on the Rights of Persons with Disabilities (CRPD) into effect. It provides an update on our earlier submission to the CRPD Committee in February 2017.

It is available at: <https://www.equalityhumanrights.com/en/publication-download/disability-rights-uk-updated-submission-un-committee-rights-persons>

Race rights in the UK: submission to the UN Committee on the Elimination of Racial Discrimination

This submission provides information on how the UK is putting the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) into effect. It provides an update to our earlier submission to the UN Committee on the Elimination of Racial Discrimination in July 2016. It focuses on: the Government's race disparity audit; racially-motivated hate crimes and hate speech; counter-terrorism measures; health.

It is available at: <https://www.equalityhumanrights.com/en/publication-download/race-rights-uk-submission-un-committee-elimination-racial-discrimination>

EHRC advice and guidance

Delivering the Prevent duty in a proportionate and fair way in Wales: a guide for higher education providers in Wales on how to use equality and human rights law in the context of Prevent

The Prevent duty applies to relevant higher education bodies. Most higher education providers will also have responsibilities under equality and human rights law. This guide provides information on relevant equality and human rights requirements to help inform the work of governors and Prevent leads.

This report is available at: <https://www.equalityhumanrights.com/en/publication-download/delivering-prevent-duty-proportionate-and-fair-way-wales>

Preparing for pregnancy and maternity at work: a conversation guide for employees

Managing pregnancy and maternity at work: a conversation guide for employers

These documents provide guidance for women in work, who have found out they are pregnant and are preparing for maternity leave, and for line managers who are managing someone who is pregnant and preparing for maternity leave. They are available at:

<https://www.equalityhumanrights.com/en/publication-download/preparing-pregnancy-and-maternity-work-conversation-guide-employees>

<https://www.equalityhumanrights.com/en/publication-download/managing-pregnancy-and-maternity-work-conversation-guide-employers>

The United Nations Convention on the Rights of Persons with Disabilities: what does it mean for you?

This updated guide explains what the Convention on the Rights of Persons with Disabilities is, the obligations of governments who have signed up to it and the role of the EHRC in its implementation.

It is available at: <https://www.equalityhumanrights.com/en/publication-download/united-nations-convention-rights-persons-disabilities-what-does-it-mean-you>

Tender opportunity

Prejudice and unlawful behaviour: developing and running a national barometer of prejudice and discrimination

The EHRC is tendering for a supplier(s) to develop and run a survey of prejudice and discrimination in Britain. This is part of a project to improve the evidence base on tackling prejudice, discrimination and identity-based harassment in Britain.

The opportunity can be viewed on Contracts Finder and our Procurement Portal:

<https://procontract.due-north.com/Advert?advertId=1de42c9e-af9e-e711-80e6-005056b64545&p=c71c7101-720a-e711-80dd-005056b64545>

The deadline for expressing an interest in this tender opportunity is 16 October.

Please feel welcome to forward this opportunity on to others who may be interested.

Ongoing and future research projects

An updated list of all ongoing EHRC research projects and their summaries is attached.

Equality reading lists

Since September 2009, each of these newsletters has included a reading list prepared by the EHRC's Librarian on a particular equality theme. The latest addition is a new reading list on flexible working and an updated equal pay/gender pay gap list, following earlier reading lists on access to civil justice, caste, children and young people's rights, disability, education, Equality Act 2010, gender diversity in senior management and boards, good relations/social cohesion, health inequalities, human rights, race and ethnicity, religion or belief, older workers and older people, pregnancy and maternity discrimination, prejudice and unlawful discrimination, sex discrimination, sexual orientation, stop and search, trans, violence against women and vulnerable workers. All reading lists are available at:

<https://www.equalityhumanrights.com/en/our-research/reading-lists>

In order to help us keep the reading lists up to date, it would be helpful if you could send information about relevant additional journal articles/book titles on these topics to

library@equalityhumanrights.com

Expansion of the database

If you find our newsletters useful, we would be extremely grateful if you could help us by circulating this issue to your departmental/faculty/organisational colleagues, or to other groups or networks to which you belong.

Please ask anyone who is interested in coming on to the database to receive our newsletters in the future to contact Research@equalityhumanrights.com

We are always delighted to recruit new database members!

But if you no longer wish to receive our newsletters, please let us know and we will delete you from the database.

With best wishes

XXXX & XXXX

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