

## Who should attend

The seminar will be of great interest to trade unionists, employment lawyers, equality reps, personnel and anti-discrimination specialists, academics, students and those concerned with the development of public policy.

## How to book

To reserve your place, complete the form below and send your cheque, made payable to IER, to Institute of Employment Rights, 4th Floor, Jack Jones House, 1 Islington, Liverpool L3 8EG. Tel 0151 207 5265; fax 0151 207 5264; office@ier.org.uk

## CPD, NPP and EPP accreditation

This seminar counts for 4 credit hours under the Law Society's Continuing Development Scheme and the General Council of the Bar's New Practitioners' Programme and Established Practitioners' Programme.

## Additional Information

Details of nearby hotels are available from the office. Name changes are accepted up until the time of the event. Delegates who advise IER of their cancellation more than 15 working days in advance will receive a credit note with 10% deduction for administration.

## How to get there

Train and tube King's Cross and Euston.

## Cost

IER subscribers and members £75.00

Trade unions £90.00

Commercial £220.00

## Booking form

Please reserve places at **Update on Equalities Conference issues** at £.....

Name .....

Address.....

..... Email .....

Organisation.....

Please invoice me/I enclose a cheque for £.....

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# Update on Equalities: Where are we?

A conference  
10:00am-4:00pm  
Wednesday 8th December  
2010  
at NUT Hamilton House,  
London WC1H 9BD

London



Organised by  
The Institute of  
Employment Rights

# About the conference

The main provisions of the Equality Act came into force on October 1st with the public sector equality and socioeconomic duties following in April 2011. The main provisions of the Act are due to come into force in October with the public sector equality and socioeconomic duties following in April 2011. This conference is therefore ideally timed to review the implementation of the Act, consider its implications for workers and trade unions and look forward to the implementation of the provisions relating to age discrimination (2012) and gender pay transparency (2013).

The Act follows decades of legislation on sex, race and disability legislation and the introduction of significant changes to legislation in the last 12 years including upgraded maternity and paternity leave, regulations on sexual orientation, age and religion and belief and the introduction of gender, disability and race equality duties.

However, the complexity of discrimination legislation still makes it very difficult to tackle the deep-set issues of inequality in the workplace. And, despite existing laws, women are still paid less than men, with part-time women earning less than 65% of the hourly rate of full-time men while 30,000 women lose their jobs every year because they are pregnant. Unemployment amongst 16- to 24-year-olds has jumped to nearly one million. LGBT workers continue to face harassment, particularly in education. Workers who are multiply disadvantaged by their sex, ethnicity, religion, disability, sexual orientation and/or age are particularly vulnerable to discrimination and the legal remedies available in respect of such multiple discrimination are woefully inadequate.

It is appropriate, then, that trade unionists consider the many significant features of the new Act including, in particular:

- How will the Equality Act impact on unions and workers?
- Have women's hourly rates fared any better than their male counterparts?
- Has much changed for disabled workers – or are they still twice as likely to be unemployed as others?

This is our 4th annual equalities conference which will bring together some of the finest academics, trade unionists and legal practitioners, offering delegates an informed and sympathetic understanding of the latest developments in the first 6 months of the Equality Act.

# Programme

- 10:00 Registration
- 10.15 Welcome from Chair
- 10:30 Keynote Speech: Welcoming the Equality Act  
*Baroness Northover* + 5 mins Q&A
- 11.00 Critical overview  
*Prof Aileen McColgan*
- 11:30 Tea and coffee
- 11:45 Towards Gender Pay Transparency  
*Victoria Phillips, Thompsons Solicitors*
- 12:15 Cuts and disability discrimination: the latest casework and the worsening position of disabled workers  
*Diana Holland, Unite*
- 12:45 Q&A
- 1:00 LUNCH (Not Provided)
- 2:00 Sexual orientation and religion or belief: the impact of the Equality Act  
*Prof Mark Bell*
- 2:30 Youth and the recession: unemployment and the equalisation of the National Minimum Wage  
*Bronwyn McKenna, Unison*
- 3:00 Multiple discrimination: positive action  
*Sarah Veale, TUC*
- 3:30 The Equality Act: Where do we go next?  
Panel Q&A and Discussion
- 4.00 Close