Women. Men. Different. Equal.
Equal Opportunities Commission

Equality and
Human Rights
Commission

equalityhumanrights.com

Young people need advice too

Advising young women and men about sex discrimination and equal pay.

02

Introduction

Young women and men may find themselves being treated unfairly because of their sex, whether they are school leavers making career choices, new employees, part-time workers, students in further or higher education, apprentices or trainees.

It is important that as an adviser to young people you are aware of their legal rights under the sex discrimination legislation and can provide practical help.

* Legislation outlawing age discrimination is now in force. It covers both employment and vocational training and applies to young people as well as old. This means that employers are no longer able to recruit, train or promote people on the basis of their age. For more advice visit the DTI website at **www.dti.gov.uk** and search for 'age discrimination'.

Do you advise young people in any of these areas: career choices, training, apprenticeships, FE/HE, employment?

- Young women and men may find themselves being treated unfairly because of their sex, whether they are school leavers making career choices, new employees, part-time workers, students in further or higher education, apprentices or trainees.

- Sex discrimination can destroy confidence and prevent individuals fulfilling their potential in employment, education or training. In serious cases it can drive a young person from their job or studies.

- Young people can also experience discrimination because of their race, disability, age*, religion or belief, sexual orientation or for a combination of any of these reasons. You can find out where to get information about these other forms of discrimination at the back of this booklet.

- Young people with limited workplace experience can be particularly vulnerable as they often have a low awareness of their employment rights and do not know where to turn for help.

- It is important that as an adviser to young people you are aware of their legal rights under the sex discrimination legislation and can provide practical help to support them.

- It is also important to be aware of your own responsibilities under the Sex Discrimination Act (SDA).

This booklet aims to help you work out whether a young person might have been unlawfully discriminated against on the grounds of their sex.

Young people's rights

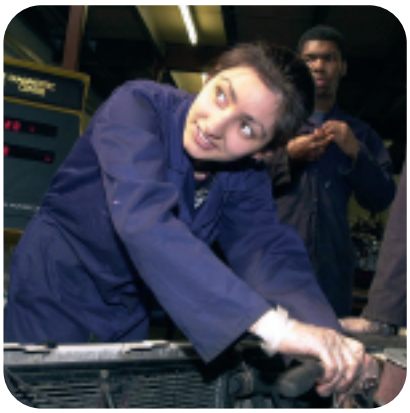
Everyone has the right to be treated fairly without their sex affecting their treatment. Sometimes discrimination can be quite subtle. When a young person comes to you for advice about a training or employment problem they won't necessarily say they think they have been discriminated against. **It is something to bear in mind as they describe what has happened.** For example, in an area of high unemployment it may seem that young people of both sexes are finding it hard to get jobs. However, it is important to check whether sex discrimination is making it harder for young women and men who want to go into non-traditional jobs.

There are two forms of sex discrimination: direct and indirect.

- **Direct sex discrimination** means treating someone in education or at work **less favourably** than someone of the opposite sex in similar circumstances. Sex discrimination can occur in relation to subject choice at school or in recruitment, pay, promotion, dismissal, pregnancy and maternity, or a request to change working hours. Sexual harassment at work is also unlawful. Examples of direct sex discrimination would be if the manager of an electrical engineering firm refused to accept young women as apprentice electricians or a nursery refused to employ a young man as a nursery nurse.

- **Indirect sex discrimination** happens where the same policy or practice is applied to everyone but is more likely to put women at a disadvantage. This means that some treatment at work may be unlawful even **if everyone is treated in the same way**. It is against the law unless the employer can provide a good business reason for the practice that is not related to sex. An example of indirect sex discrimination would be where a restaurant imposed a height requirement of 5'10" for a chef operating a high level grill. As women are on average smaller than men, fewer women than men would be able to meet this requirement. The restaurant would not be able to justify imposing this restriction and should lower the grill if it was too high to be operated by people of both sexes.

It is unlawful for an employer to instruct or put pressure on you to discriminate on their behalf, for example by insisting that you send only girls or boys for a particular job.



Advisers' responsibilities

- **Direct marriage discrimination** means treating someone who is married less favourably than a single person of the same sex. An example of this would be where an employer wanted young, single people for sales jobs.

- **Indirect marriage discrimination** happens where the same policy or practice is applied to everyone but is more likely to put married people at a disadvantage. An example of this would be where a brewery provided accommodation for pub managers but would not accept children. As married people are more likely to have children, they would be put at a disadvantage compared to single people.

- **Victimisation.** It is also unlawful to treat someone less favourably because they have made an allegation of sex discrimination or they have supported someone who has made an allegation. An example would be where a young worker was dismissed for being a witness in support of a colleagues claim of sexual harassment.

- If you are responsible for placing young people in employment or training you have certain responsibilities under the legislation. You must not treat young women differently to young men in respect of any of the services that you provide. This includes providing information about job or training opportunities, arranging interviews, facilitating work experience or training placements in conjunction with schools, colleges or employers.

- It is also important that any careers material (posters, brochures, videos etc.) does not give the impression that a particular type of employment is more suited to one sex. For example, illustrations depicting manual trades or the caring professions should portray equal numbers of women and men. Terms such as 'craftsman' should not be used.

- It is unlawful for an employer to instruct or put pressure on you to discriminate on their behalf, for example by insisting that you send only girls or boys for a particular job. If you comply with their request you will be breaking the law too. If this happens, you should report the matter to your manager.

We recommend that your organisation has a procedure in place for dealing with employers who appear to be discriminating on the grounds of sex.

- It is good practice to provide information on pay rates and progression for different careers to ensure young people make informed choices.

"Being an apprentice in a well paid field means that I could support myself from the age of 16. I paid for my own driving lessons, and bought my own car and house much earlier than I could have done in any other profession."

Female engineer

Situations that could give rise to discrimination: advisers

Dealing with discriminatory employers
An employer contacts you to offer an apprenticeship in bricklaying to a young person. He owns a building firm and the job involves working on building sites around the country. He says he cannot accept a young woman because there would be no toilet facilities available and the accommodation for working away from home is men only.

Neither of these reasons can be used to restrict a job to one sex only. Instructing another person to discriminate is unlawful. If you comply with the instruction you will be acting unlawfully too.

"I don't think strength is an issue. If it's really heavy you need two people anyway. If it's bending pipes you have a machine. I think we can be a lot stronger than men because we don't mind asking for help."

Trainee plumber

Example:
Mr Brown phones up asking for "a strong young lad" to work in his garden centre. The job involves using machinery like fork lift trucks and carrying sacks of compost and gravel. The adviser explains that she cannot restrict the vacancy to men only and Mr Brown becomes agitated and threatens to just put up a notice in his shop advertising the job instead.

The adviser should explain that the law does not mean Mr Brown has to employ someone who cannot do the job. He can set a reasonable test of abilities so long as he applies it equally to both sexes and does not make assumptions based on stereotypes. If he is going to train the young person to drive a fork lift then the person's sex should have no bearing on his decision. Some young men are not very strong while some young women are. If he wants to get the best person for the job he will do this by practicing fair recruitment.

In addition, it is against the law to publish any form of discriminatory job advertisement, including putting notices up in shop windows.

"Our daughter has been looking for over a year to find a company to take her on and train her in plumbing, or heating and ventilation. We have telephoned every company in our area and cannot find a company to train her. They have asked if she realises she would be working in the cold, in unsociable hours and doing lots of heavy lifting. One company said, 'we don't take on girls', another guy said, 'why isn't she going to university?' – she doesn't want to!"

Mother of 16 year old would-be plumber

Giving discriminatory careers advice

An adviser is talking to a group of school leavers about job opportunities in the area. A young woman says she has always wanted to be a car mechanic and the group laughs at the idea. The adviser explains that it would be a very dirty job and that she would be the only girl in the area doing that kind of work. It would be very hard, if not impossible to convince a garage to take her on. The adviser suggests that she looks at training to be a hairdresser instead, where she could wear fashionable clothes and be nice and clean.

This advice is discriminatory under the Sex Discrimination Act (SDA) because a boy with a similar ambition would not have been discouraged. It is vital that advisers do not make stereotypical assumptions about career choices and are prepared to tackle discriminatory employers.

When a young person comes to you for advice about a training or employment problem they won't necessarily say they think they have been discriminated against.

Situations that could give rise to discrimination: young people

Sexual harassment
A young woman is upset because she has been subjected to unwelcome behaviour of a sexual nature. Young women are often vulnerable to sexual harassment in the workplace and may not recognise that the treatment they are experiencing is unacceptable. They may be unsure where the line is drawn between a friendly joke and offensive remarks, and be afraid to complain. It may be that the harasser is their boss. Sexual harassment includes any behaviour that makes the environment someone is working or studying in uncomfortable or threatening in a sexually hostile way. It can affect young men as well as young women. The behaviour does not have to be directed specifically at one person.

The kind of behaviour which could be unlawful includes:

- Insulting or humiliating remarks.
- Suggestive comments or jokes.
- Unwanted requests to go out.
- Requests for sex.
- Displays of calendars, posters, magazines screen savers and other items of a sexual nature.
- Inappropriate touching or physical familiarity.
- Emails containing offensive jokes or downloading and printing pornographic material.

Example:
Kate has a casual job working in a call centre. A male colleague keeps sending her emails which contain sexually explicit jokes and photographs, even though she has asked him to stop. Kate is upset by this and is starting to feel that she cannot carry on in her job. These emails amount to sexual harassment and the employer should have a clear sexual harassment policy which makes sending them a serious disciplinary offence. Once an employer is made aware of a problem they should take prompt action. In dealing with sexual harassment it is not acceptable to move the victim away from the perpetrator to avoid dealing with the problem properly.

In its investigation 'Moving on up?', the Equal Opportunities Commission found that by age 16, ethnic minority young people are more likely than white young people to expect difficulties at work and to rule out possible career choices because of their sex, ethnicity or faith. It is vital that careers advice challenges these negative perceptions and presents positive alternatives, in order to help widen the choices for ethnic minority young people.

"I really wanted to do the apprenticeship, it was something different you know? And I did like it, but the boys were making sexist remarks all the time, telling me what I am, calling me names. I just didn't fit in. In the end I decided to leave."

Ex-apprentice

These examples can be downloaded from the Commission's website for use in group activities with young people.

Pregnancy
A young woman tells you that she was prevented from undertaking a traineeship because she is pregnant.
A woman has special protection during pregnancy and after childbirth. Pregnancy is not an illness and a pregnant woman does not suddenly become less capable of doing her job.

Pregnancy discrimination can occur if someone is:

- Refused employment.
- Dismissed or made redundant, forced to resign or reduce their hours.
- Refused an opportunity for promotion.
- Excluded from training.
- Demoted, or had their seniority reduced.
- Refused accommodation, goods and services.
- Excluded from, or is disadvantaged in an educational institution.

Discrimination on the grounds of pregnancy is the only form of sex discrimination that does not require a comparison with someone of the opposite sex.

Example:
Fatima worked as a waitress in a café. She had been working at the café for six months when she informed her boss that she was pregnant. Her boss asked her when she intended to finish working and commented, "It doesn't look very nice with you doing table service while you are pregnant". After this, her employer began to complain about Fatima's work and soon she was dismissed. This amounts to direct sex discrimination due to Fatima's pregnancy.

She was protected by the Sex Discrimination Act from the start of her employment.

Equal Pay
A young woman complains that she is being paid less than a man doing the same job. Women and men have a right to be paid equally for doing the same job or work of equal value. An employee has a right to equal pay regardless of their type of contract.

The right to equal pay covers:

- basic pay
- bonuses
- overtime
- holiday pay
- sick pay
- performance related pay
- occupational pensions.

It is important to check whether sex discrimination is making it harder for girls or boys who want to go into non-traditional jobs.

Example:
Jenny got a job at a garden centre over the summer break from college. Three boys from her college also started working there at the same time. A few months later she found out that she was being paid £1.30 less per hour than the boys when they were all doing the same job. When she asked her supervisor about this he told her that the boys were expected to do heavier work. However, Jenny did just as much of the heavy lifting as the boys. This type of pay discrimination contravenes equal pay laws which state that women and men must be given equal pay for the same or a similar job. There should be clear and transparent pay structures not dependant on the sex of a person.

Recruitment and Promotion
A young woman complains that she was turned down for an apprenticeship because the employer didn't think it was appropriate for a woman to be working in a manual trade. Many jobs are traditionally thought of as men's and women's work, but men and women have equal rights to recruitment and promotion opportunities.

Discrimination can occur in any of the following areas:

- job description
- person or job specification
- job advertisement
- application form
- short list
- interview or final selection.

Examples:
Tom was undertaking an apprenticeship in childcare. After his first year he relocated from a rural area and applied to continue his second year of training at a nursery in the city. He was told that the nursery would not take him on because they felt that men did not have the same natural instincts to care for children as women do. This is direct sex discrimination.

Geraldine applied for an apprenticeship with a local plumbing firm. At the interview she was asked whether she had children or intended to have children soon. She was taken aback by this question but replied that she had a little girl. The manager told her they couldn't risk employing a woman with a young child as they couldn't be sure of her commitment to the job. He said, "We would never know whether you would need to run off if your child was sick which would let the team down." This is direct sex discrimination as the same assumptions would not be made of a man with a young child.

Part-time work
A young woman has a part-time job in a supermarket so that she can combine working with looking after her child. She has been refused permission to go on a training course which would fit her for a higher paid job because the employer will only provide training for full-time staff. This is indirect sex discrimination because more women than men work part-time due to childcare responsibilities.

Sex discrimination can destroy confidence and prevent individuals fulfilling their potential in employment or training. In serious cases it can drive a young person from their job.

Part-time workers also have a right to be treated the same way as comparable full-time workers including:

- Rates of pay (including overtime pay once they have worked more than the normal full-time hours).
- Access to pension schemes and benefits.
- Access to training and career development.
- Holiday entitlement.
- Entitlement to career break schemes, contractual sick pay, contractual maternity and parental pay.
- Treatment in the selection criteria for promotion and transfer, and for redundancy.

Example:
James has worked part-time at a petrol station for two years. The owner has decided to cut back on staff and is dismissing all the part-timers first so James has lost his job. This is unlawful treatment under the Part-time Workers Regulations. If this had been a young woman, she may also have rights under the Sex Discrimination Act.

Gender Reassignment
A young person is having problems at work because, as a transgendered person, she has been told by her doctor that she must present as a woman at work as part of the 'real life test'. She previously presented as a male. In employment and vocational training, the Sex Discrimination Act (SDA) protects individuals who are discriminated against because they:

- Intend to undergo gender reassignment.
- Are currently undergoing gender reassignment.
- Have already undergone gender reassignment.

Anyone who is treated less favourably by an employer or vocational training body on any of these grounds, compared with someone for whom no gender reassignment grounds exist, will have a claim under the SDA.

Example:
Jenny is a transgendered person who is undergoing gender reassignment. She is being harassed at work because of her transgender status and has complained to her employer. The employer has failed to take any action to protect her from the harassment. This is unlawful treatment under the Gender Reassignment Regulations.

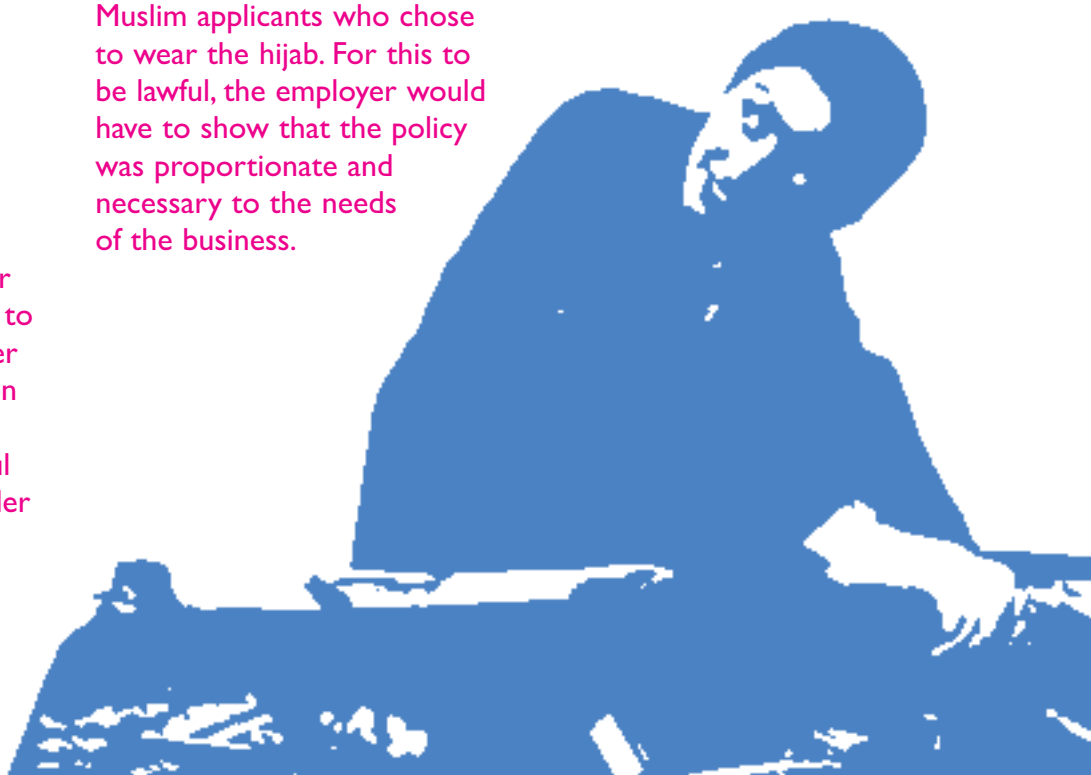
Sex discrimination, religion and belief
A young Muslim woman comes to you saying that she is being taunted by colleagues at work because she wears the hijab. Muslim men are not treated like this because they do not wear such distinctive dress, nor are non-Muslim women.

Individuals are now protected from unfair treatment at work due to their religion. It is unlawful to treat someone less favourably because of their religion and/or their sex.

Example:
Rahila had an interview for an apprenticeship with a hairdressing salon. When she arrived at the salon she was told that she must not cover her hair at work because the customers should be able to see the staff wearing different hairstyles. This policy applied equally to all job applicants, but disadvantaged female Muslim applicants who chose to wear the hijab. For this to be lawful, the employer would have to show that the policy was proportionate and necessary to the needs of the business.

You can find information and advice about all these issues and more by visiting the Commission's website at: www.equalityhumanrights.com

Advisers can also phone our Advice Line for Advisers on: 0161 829 8431 and discuss the details of a claim with an experienced caseworker, or email adviserline@equalityhumanrights.com



Resolving the problem

If a young woman or man experiences sex discrimination it is always best to try to resolve the problem amicably. Start with an informal approach to the employer, training provider etc. rather than taking action through the courts, which should always be seen as a last resort.

First find out what happened
Before taking any action, you will need to get some basic facts about the young person's situation.

Keep a record of your conversation with the young person and of any information they give you. Include whether they were upset by what happened because they could also claim compensation for injury to feelings if they do not reach a satisfactory outcome.

You should refer to any policies or procedures that are in place on how to handle such disclosures from young people and discuss these with your supervisor if necessary.

If the young person is a member of a trade union or students' union they should go to them for help.

For example:

- If it's a recruitment complaint, ask for feedback as to the sex, qualifications and experience of the successful applicant, and also why your young person did not get the job.

- For unequal pay, gather information on workers of the opposite sex doing jobs that are equivalent to assess whether there are obvious reasons for the difference. This information should include: job title, job description, qualifications, length of service, hours of work and pay.

- For sexual harassment, the young person should first ask the harasser to stop and explain that they find their behaviour objectionable. This can be done in writing. They should keep a diary of incidents and make a note of any witnesses. They may need support and should be encouraged to talk to a friend or trusted colleague.

- For victimisation, they should keep a diary of any adverse treatment that they feel is due to their complaint, and note any witnesses to it.

Involving their trade union or students union

If the young person is a member of a trade union they should go to them for help. If the young person is a student they should go to their educational establishment's students union. The union will be able to collect relevant information, negotiate with the employer, or college, and support and represent them in any subsequent action.

Approaching the employer or college

You can help the young person to do this or advise them to take a trusted friend or colleague with them to give support.

They should:

- Let their employer or college know that they are unhappy about the way they have been treated.

- Show any evidence they have.

- Tell the employer or college what they understand about their rights. It would be helpful if they took information from the Commission or other agencies listed on the back page to any meetings.

- Ask for an explanation of their treatment.

- Ask if the employer or college has an equal opportunities policy or any specific policy that applies to the situation eg recruitment, sexual harassment or pregnancy and maternity, and ask that action be taken under this policy.

At the very least the employer or college should:

- Take the complaint seriously.
- Explain how they intend to deal with it.
- Take appropriate action within a reasonable time.
- Make sure the young person does not suffer any reprisals as a result of their complaint.

If it is not possible to reach a satisfactory outcome, you may wish to help the young person seek further advice from another source eg., a Citizens Advice Bureau (CAB) or Law Centre. If you can make an appointment and accompany the young person they will be more likely to pursue their rights.

In order to be prepared for a meeting you may find the following information helpful.

Alternatively you may be able to advise the young person on how to take action for themselves.

Time limits
There are strict time limits for taking action under the SDA. **This is a difficult area and you should seek advice from an employment rights specialist about the specific circumstances of the young person you are advising.**

If a young woman or man suffers sex discrimination there are different courses of action depending on the situation.

This means taking a claim to either:

- An employment tribunal.
- A county court.

We recommend that you seek further advice about which would be most appropriate.

You can also contact the Commission's helpline on: 0845 604 6610. They will be able to give you more advice about further action the young person could take.

Resolving the problem

Employment Tribunal
This is where you go if you are complaining about an employer. Problems relating to vocational courses, apprenticeships and work placements are also likely to involve going to an employment tribunal.

The normal time limit is **3 months less 1 day** since the date on which the discrimination occurred. There is a special form, called an ET1, which must be completed and sent to the employment tribunal office within this time limit.

In most cases the law now says you **must** raise a formal grievance with your employer **before** taking a complaint to an Employment Tribunal.

Guidance about this is available on the DTI website: **www.dti.gov.uk/er/resolvingdisputes.htm** and on the Commission's website at; **www.equalityhumanrights.com**

To make sure the young person submits their claim in time, the best advice is:

- To make sure they file their claim at the tribunal within the normal time limit even if the new rules apply.
- For them to bring a grievance, wait 28 days and still lodge their tribunal claim within the normal time limit.
- **But**, if lodging the grievance or waiting for 28 days afterwards would take them beyond the normal time limit for making a claim, the best advice is to lodge the claim with the tribunal within the normal time limit anyway.

For equal pay complaints, there is no time limit for bringing a claim while the young person is with the same employer. If they leave that employment, the claim must be made within 6 months of departure.

Claims of victimisation can also be taken to an employment tribunal. There must be clear evidence that the victimisation is due to allegations about discrimination that the young person has made, or due to their supporting someone else's complaint.

County Court
This is where you would go with complaints about colleges, universities or other educational institutions. The time limit is **6 months less 1 day** in which to send in the claim using form N1. You should seek further advice if the claim involves going to a County Court.

Taking a claim to an Employment Tribunal or County Court

- If the young person is not happy with the employer's response to the grievance, and all the information they have gathered indicates they have been discriminated against, then they can take their case to an employment tribunal.
- If they are not satisfied with the response from an education establishment they can take their complaint to a County Court.

The process for doing this is explained at: **www.equalityhumanrights.com**

Getting evidence from the employer: the Questionnaire procedure
This can be the first step in starting a legal claim. You can use this procedure to ask the employer questions about the young person's treatment. The answers can help you to decide whether they do have a claim of sex discrimination or equal pay, and if the employer does not reply, this can be seen by a tribunal as evidence of discrimination. The questionnaire procedure can be used before or after the ET1 form has been registered with the tribunal office.

There are different questionnaires for sex discrimination and equal pay. Be sure to check the time limits involved when using the questionnaires particularly if you have already sent an application form (ET1) to an Employment Tribunal Office.

Questionnaires can often be obtained from local Jobcentre Plus offices and from the Commission. They are also available on the Commission's website with advice on how to complete them.

In most cases the law now says you must raise a formal grievance with your employer before taking a complaint to an Employment Tribunal.

Where to go for more information

The Equality and Human Rights Commission gives information on sex discrimination and equal pay as well as information on age, disability, gender reassignment, race, religion or belief, and sexual orientation, and encourages compliance with the Human Rights Act. You or the young person can get more advice from our helpline on 0845 604 6610.

For more information about resolving the problem informally or about tribunal procedure and the laws relating to sex discrimination or equal pay, visit our website: **www.equalityhumanrights.com**

Advisers and union representatives can phone our **Adviser Line on: 0161 829 8431**, Monday to Thursday 9am–12pm (England and Wales) or email adviserline@equalityhumanrights.com

Arbitration, Conciliation and Advisory Service (ACAS)
For advice about discrimination on the grounds of sexual orientation, or religion or belief contact the Helpline: 08457 47 47 47
Website: www.acas.org.uk

Trade Unions
If an individual is a member of a trade union, they should contact their local or branch representative if they feel they have been unfairly treated at work.

National Union of Students (NUS)
For information for student officers and student union staff: www.officeronline.co.uk
For information for students: www.nusonline.co.uk
Phone NUS women's unit on 0871 221 8221 or email: women@nus.org.uk

Referring a case
You may need to refer the young person on to a specialist adviser who can take on their case. As well as the organisations above you may find agencies in your area who can help, for example Law Centres, some Citizens Advice Bureaux (CAB), Low Pay Units, Racial Equality Councils and Youth Advice projects.

Low Pay Units
If there is a Low Pay Unit in your area, you can contact them for free advice and information about employment rights.

Community Legal Service
Their website can give you information about advisers and solicitors in your local area who deal with employment cases: www.clsdirect.org.uk (England and Wales).

In Scotland, details of your nearest advice agency can be found at www.adviceuk.org.uk or www.cas.org.uk
You can find information about local and specialist solicitor firms at: www.lawscot.org.uk

Citizens Advice
The local Citizens Advice Bureau (CAB) can provide generalist advice on employment issues. Find your local CAB by visiting www.citizensadvice.org.uk

Contact us
You can find out more or get in touch with us via our website at: www.equalityhumanrights.com or by contacting one of our helplines below:

Helpline – England
Telephone: 0845 604 6610
Textphone: 0845 604 6620
Fax: 0845 604 6630

Helpline – Scotland
Telephone: 0845 604 5510
Textphone: 0845 604 5520
Fax: 0845 604 5530

Helpline – Wales
Telephone: 0845 604 8810
Textphone: 0845 604 8820
Fax: 0845 604 8830

Mon, Tue, Thur, Fri: 9am–5pm.
Wed: 9am–8pm.
Free, confidential advice and information

Calls from BT landlines are charged at local rates, but calls from mobiles and other providers may vary.

Calls may be monitored for training and quality purposes. Interpreting service available through Language Line, when you call our helplines.

Great Britain
Arndale House,
Arndale Centre,
Manchester,
M4 3AQ
Telephone: 0161 829 8100
Textphone: 0161 829 8341
Fax: 0161 829 8110
Email: info@equalityhumanrights.com

3 More London Riverside,
Tooley Street,
London,
SE1 2RG
Telephone: 020 3117 0235
Textphone: 020 3117 0238
Fax: 020 3117 0237
Email: info@equalityhumanrights.com

Media enquiries
Telephone: 020 3117 0255
(out of hours mobile 07767 272 818)

Scotland
Optima Building,
58 Robertson Street,
Glasgow,
G2 8DU
Telephone: 0141 228 5910
Textphone: 0141 228 5913
Fax: 0141 228 5912
Email: scotland@equalityhumanrights.com

Wales
3rd floor,
3 Callaghan Square,
Cardiff,
CF10 5BT
Telephone: 029 2044 7710
Textphone: 029 2044 7713
Fax: 029 2044 7712
Email: wales@equalityhumanrights.com

This booklet can be downloaded from our website: www.equalityhumanrights.com

If you require this booklet in a different format, for example large print, contact our helplines.

This booklet was originally produced by the Equal Opportunities Commission which, from 1 October 2007, became part of the Equality and Human Rights Commission.

© EOC July 2007. Reprinted Equality and Human Rights Commission, May 2008.

Women. Men. Different. Equal.
Equal Opportunities Commission

Equality and Human Rights Commission

equalityhumanrights.com

Design by www.jacksonhammond.co.uk