

IDS Diversity at Work aims to provide timely, accurate and high quality information on workplace diversity, equal opportunities and discrimination law. It will help increase your understanding of and compliance with the law, and supply the information and the tools you need to realise the benefits of good practice.

News

2

- Retirement age challenge is referred to Europe
- Gender duties changed following consultation
- Public duty research
- CEHR to take over CRE's work in October
- Legal reform needed to end council equal pay crisis
- Pensions Bill benefits women and carers
- Insurance benefits exemption from age law rejected
- Significant progress on equality at CPS
- Business case overstated, says Acas
- Law firms must be transparent in recruitment

Plus news in brief: *Over £2m for race bias – Disability duty in force – Civil partnerships – Age training DVD – Ageist stereotypes – Aids statement – NI sexual orientation regs – NMW complaints up – £426 in NI settlements – EC equality report – Race Directive review – Global gender gap – T&G disability guide – WLB in the public sector – Women in ITEC*

Legislation

10

Guide to the Work and Families Act 2006

The Work and Families Act 2006 sets out the framework for a package of family-friendly measures, many of which are brought into force by secondary legislation. In this article we explain the new measures, most of which will take effect in April 2007, and which include:

- all pregnant employees will be entitled to take up to 52 weeks' maternity leave
- introduction of 'keeping-in-touch' days
- extensions to paid maternity and adoption leave from 26 weeks to 39 weeks, with power to extend to 52 weeks
- removal of the small employers' exemption
- new right to additional paternity leave up to a maximum of 26 weeks
- extension of the right to request flexible working to employees with caring responsibilities for adults
- increase in the statutory paid holiday entitlement under the Working Time Regulations to include the eight permanent bank holidays.

Case Watch – Tribunals

18

Sex discrimination:	Too tall for air traffic control posts
Race discrimination:	References misinterpreted Doctor suspended after race bias claim
Disability discrimination:	Dismissed after having a stroke
Sexual orientation discrimination:	Passengers harassed gay driver

Statistics

22

Ethnic minority pay gaps

Women from all ethnic groups suffer a substantial pay gap relative to white men, as do all men from minority groups except Indian men. The existence and size of these pay gaps is down to a number of factors which are often inter-related, including discrimination, occupational segregation, interruptions to full-time work, area of residence, and the level of qualifications achieved. We look at the findings of recently published research from the Equal Opportunities Commission on the pay gaps experienced by women and ethnic minorities.

Index

i-viii

Index 2006 – Issues 19 to 30

Our 2006 index, which is to be found in the centre section of this issue, covers *IDS Diversity at Work* Nos.19 to 30. For ease of reference we have divided the index into two parts. Part one follows the section heads in *IDS Diversity at Work* (Case Study, Legislation, etc), excluding our Case Watch and Appeal round-up sections which are covered in part two, with News broken down into subject heads. Part two is an index to legal cases reported during the year.

Diversity at Work

ISSN: 1743-7350

Editor: Gary Bowker
Assistant Editor: Sally Brett

Published by
Incomes Data Services Ltd
PO Box 57091
77 Bastwick Street
London EC1P 1DB

Telephone 0207 250 3434
Fax 0207 449 1144

To enquire about subscriptions,
telephone IDS Customer Services on
0207 449 1107, or subscribe online.

www.incomesdata.co.uk