



Department
for Business
Innovation & Skills

LABOUR MARKET DIRECTORATE

Equalities Statement

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Labour Market Directorate's equalities data and analysis

It is vital that the Government's labour market policies and programmes are accessible to all sections of the community, and that they address inequalities, discrimination and unfair treatment. This includes issues for vulnerable workers, but also discrimination that hinders the operation of a flexible and inclusive labour market. It is also good practice for businesses to treat its workforce fairly.

Equality Act 2010

Under the Equality Act 2010, it is unlawful to discriminate against people at work because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

The Equality Act also requires public bodies to ensure that their decisions are made in a transparent and accountable way, giving serious consideration to the needs and rights of different members of the community. To demonstrate that this requirement is being met in the development of BIS labour market policy, this document outlines and provides links to:

- equality and diversity analysis included in:
 1. impact assessments of BIS's labour market policies, and
 2. research reports conducted or sponsored by BIS Labour Markets directorate;

- the main data sets utilised in BIS's analyses of equality and diversity in the UK labour market;
- general guidance about equality and employment rights and responsibilities which has helped inform BIS policy development;
- the main source of official labour market statistics (the Office for National Statistics), whose data underpin much of our equality analysis;
- key external sources of analysis.

Policy impact assessments

Impact assessments are central to policy development in BIS. Our impact assessments of labour market policies and policy proposals are all published, and when thought relevant have included assessment of impacts for some of the protected equality characteristics. As the policy concerns about equality widened in recent years, impact assessments considered a greater range of key equality and diversity characteristics. From 2008 onwards, BIS impact assessments on labour market policy have included a specific equality impact assessment section, to identify any specific policy impacts on protected groups.

The carrying out of equality impact assessments as part of the overall impact assessment ensures that the potential impacts of policy developments on protected groups have been seriously considered.

Since 1997, Labour Market policy impact assessments have been published as separate documents, and in annual compendia. The compendia for the years in which impact assessments included specific equality impact assessments can be accessed via the links below (the compendia for the earlier years can be accessed via the general labour market research link further down this page).

Labour Market impact assessment compendia

2008 Analysis of equalities data – pp. 34-35, pp. 48-49, p. 79, pp. 117-118.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32115/10-1115-2008-compendium-impact-assessments.pdf

2009 Analysis of equalities data – p. 35, pp. 51-54, pp. 56-71, p. 143, p. 179, p. 205.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32116/11-735-2009-compendium-of-impact-assessments.pdf

The **2010, 2011 and 2012** Labour market impact assessment compendia will be published shortly, when a link will be provided here.

Labour market statistics

The main source for labour market statistics in the UK is the Office for National Statistics, which conducts a number of surveys of households and employers to gather information on labour market activity, including data relating to the characteristics protected by the 2010 Equality Act.

Labour market statistics from the ONS can be accessed from the link below:

<http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Labour+Market>

BIS's labour market analysis makes most use of the ONS's Labour Force Survey (LFS). The LFS is a continuous household survey that comprises the main source of official labour market statistics, and also enables analysis of different protected equality characteristics (see table below).

You can access the datasets for the quarterly and longitudinal LFS, and the LFS based annual population survey and integrated household survey, from the UK data archive using the links below:

<http://www.esds.ac.uk/government/lfs/> quarterly and longitudinal LFS

<http://www.esds.ac.uk/government/aps/> Annual Population Survey

<http://www.esds.ac.uk/government/ihs/> Integrated Household Survey

General information on equality and the labour market Data sets

The Equality and Human Rights Commission (EHRC) makes available guidance on employment rights and responsibilities, and good practice, focusing on equality law and human rights. The information has helped inform the development of BIS's labour market policy development.

The links below provide access to EHRC's guidance for:

- a) Employers

<http://www.equalityhumanrights.com/advice-and-guidance/guidance-for-employers/>

- b) Workers

<http://www.equalityhumanrights.com/advice-and-guidance/guidance-for-workers/>

Data sets

Labour Markets makes use of multiple sources of information and datasets to address equality in its programmes and policy making, through commissioning and carrying out research in house, and also using existing external sources of information.

BIS has commissioned a number of recurring surveys to help underpin its understanding of the labour market. Although these surveys weren't designed specifically for equalities analysis, the data collected enables analysis for some of the protected equality characteristics (see table below).

The Workplace Employment Relations Survey (WERS)

- A survey of workplaces where managers, employee representatives and employees at the same workplace. Two cross-sectional surveys, 1998 and 2004, and two longitudinal panel surveys, for 1990-98 and 1998-2004, have been completed, in addition to a First Findings Report for the 2011 survey. Further cross-sectional and panel surveys are currently underway.

Fair Treatment at Work Survey

- Survey of current or recent employees about their awareness of their employment rights, problems in the workplace and how the problems were resolved. This survey has been conducted twice, in 2005 and 2008.

Work/Life Balance Survey

- Separate surveys of employers, to identify the extent of the work-life balance policies they have in place, and employees, to capture how far work-life balance policies operated in the workplace meet their needs. Surveys of employees were carried out in 2000, 2003, 2006 and 2011. Surveys of employers have been carried out in 2000, 2003 and 2007.

Survey of Employment Tribunal Applications (SETA)

- The survey investigates the characteristics of the parties involved in, and the key features of, employment tribunal cases. SETA has been conducted in 1987, 1992, 1998, 2003 and 2008.

The table below identifies which of the protected equality characteristics the surveys listed above provide information on.

Key Data Sources	Age	Gender	Sexual Orientation	Gender Identity	Ethnicity	Disability	Religion and Belief
Workplace Employment Relations Survey (WERS)	X	X			X	X	
Fair Treatment at Work Survey	X	X	X		X	X	X
Work Life Balance Employee Survey	X	X			X	X	
Work Life Balance Employer Survey	X	X					
Survey of Employment Tribunal Applications (SETA)	X	X			X	X	X
Labour Force Survey	X	X	X		X	X	X

The most recent datasets for BIS sponsored surveys listed above, including the equality variables, can be accessed from:

<https://www.gov.uk/government/organisations/department-for-business-innovation-skills/series/employment-relations-research-series>

A full list of publications can be accessed from the UK data archive:

<http://webarchive.nationalarchives.gov.uk/20121205150610/http://bis.ecgroup.net/Publications/EmploymentMatters/EmploymentRelationsResearchSeries.aspx>

We publish the main findings of the BIS sponsored surveys, with the most recent reports for each listed below. Some of these reports are focused on specific protected characteristics, while others include equalities data and analysis with the context of the overall report):

Employment Regulation – Part A: Employer Perceptions and the Impact of Employment Regulation (published March 2013).

- Perceptions of equality law on p. 3, p. 24, p. 27.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/128792/13-638-employer-perceptions-and-the-impact-of-employment-regulation.pdf

First findings from the 2011 Workplace Employment Relations Survey (published in January 2013).

- Equalities analysis on pp. 34-35.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/68684/13-535-the-2011-workplace-employment-relations-study-first-findings.pdf

The Fourth Work-Life Balance Employee Survey (published July 2012).

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32153/12-p151-fourth-work-life-balance-employee-survey.pdf

Findings from the Survey of Employment Tribunal Applications 2008 (published in March 2010).

- Equality analysis is included in chapter 2, pp. 17-23, and p. 80.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/144018/10-756-findings-from-seta-2008.pdf

The Fair Treatment at Work Age Report – Findings from the 2008 Survey (published in March 2010).

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/192220/10-813-fair-treatment-at-work-report-2008-survey-errs-109.pdf

Fair Treatment at Work Report: Findings from the 2008 Survey (published in September 2009).

- Equalities analysis occurs on pp. 14-15, p. 18, p. 26, p. 35-36, p. 53, pp. 65-70, p. 85, p. 88, pp. 90-91, p. 98, pp. 100-102, pp. 107-12, p. 117, p. 120.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/192191/09-P85-fair-treatment-at-work-report-2008-survey-errs-103.pdf

Disability, health and access to training (analysis of the WERS 2004 survey, published in November 2009).

<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file53553.pdf>

Family structure and work satisfaction: Can work-life balance policies foster happiness in the workplace? (Analysis of Work Life Balance Employee Surveys, published in November 2009).

<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file53551.pdf>

Characteristics of rejected tribunals claims (analysis of a follow up to SETA in 2006, published in June 2009).

- Equalities analysis or reportage occurs throughout the report, including data tables in Appendix B.

<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file51881.pdf>

Equal opportunities, employee attitudes and workplace performance: findings from WERS 1998 (published in March 2008).

<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file45281.pdf>

The Third Work-Life Balance Employer Survey (published December 2007).

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193626/bis-07-1656-the-third-work-life_balance-employer-survey-main-findings.pdf

Other research and analysis conducted by Labour Market Directorate

Labour Market Directorate also undertakes ad hoc or occasional research into various aspects of the UK labour market, to provide insight into the functioning of the market and help inform the policy debate. A number of these reports consider equalities issues, including those relating to the protected groups identified in the Equality Act 2010. The main ad hoc research reports which cover equalities are listed below.

Survey of Pay and Work Rights Helpline callers (published in September 2010).

- The Pay and Work Rights Helpline is a BIS-sponsored confidential helpline providing advice to callers on government enforced employment rights.
- Equalities analysis occurs on pp. 2-3, pp. 6-7, pp. 10-11, pp. 31-34, p. 40.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32140/10-1128-employment-relations-research-series-survey-pay-work-rights.pdf

Second Survey of employers' policies, practices and preferences relating to age, 2010 (published in July 2010)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32183/10-1008-second-survey-employers-age.pdf

Evaluation of the vulnerable workers pilots (year 2) report (published in March 2010).

- Equality analysis on p. 67, p. 132.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/32183/10-1008-second-survey-employers-age.pdf

Agency working in the UK: a review of the evidence (published in October 2008)

- Equalities data reported on pp. 8-10.

<http://webarchive.nationalarchives.gov.uk/+/http://www.bis.gov.uk/files/file48720.pdf>

The range of BIS employment relations research reports can be accessed via the following link:

<http://webarchive.nationalarchives.gov.uk/20121205150610/http://bis.ecgroup.net/Publications/EmploymentMatters/EmploymentRelationsResearchSeries.aspx>

External sources of information utilised by Labour Market Directorate

We also use data and published research with an equalities dimension from a range of external sources to help inform the development of labour market policies.

This includes information from industry bodies such as the CBI, the British Chambers of Commerce (BCC), the Chartered Institute of Personnel and Development (CIPD), the Recruitment and Employment Confederation (REC), information from trade unions and information from other public bodies (such as the ONS, listed above).

BIS has a particular interest in the activities of public bodies involved in labour market policy development and dispute resolution, notably:

Acas

The independent Advice, Conciliation and Arbitration Service, which aims to improve employment relations, and is largely funded by BIS. Its equality and diversity information can be accessed by using the link below:

<http://www.acas.org.uk/index.aspx?articleid=1363>

Low Pay Commission (LPC)

An independent non-departmental public body set up to advise the government about the national minimum wage. BIS is the government department with responsibility for national minimum wage policy.

The LPC publishes an annual report on the national minimum wage. The latest, for 2012, is linked to below. It contains some equality analysis on the impact of the national minimum wage, including on the wage gap and employment, unemployment and inactivity rates of some protected groups or characteristics (pp. 36-44, p. 53, pp. 55-59, pp. 105-6). Chapter 3 considers the particular issues around the national minimum wage for young people (including interns and apprentices).

http://www.lowpay.gov.uk/lowpay/report/pdf/8990-BIS-Low%20Pay_Tagged.pdf

The LPC also sponsors research related to national minimum wage concerns, some of which relate to equality impacts. The LPC's published research:

http://www.lowpay.gov.uk/lowpay/rep_research_index.shtml

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