



GMB EQUALITY BULLETIN

Dear Colleague,

Welcome to GMB's second Equality bulletin, please find below GMB Equality News, this is sent at a time that the Equality Bill has been re-scheduled in the New Parliament.

In this pre election period the BNP has been gaining unnecessary publicity, a message to us in the GMB not to let down our guard.

Enjoy reading.

Best wishes,

Kamaljeet Jandu

To jump to a specific item, please click on the relevant item link below.

Migrants

- ✦ [Migrants Rights New – August Edition](#)

Disability

- ✦ [Disabled driver wins legal victory over supermarket](#)

Equality Human Rights Commission

- ✦ [Working Better : Fathers, Family and Work](#)

Equality & Diversity Forum

- ✦ [Edition 15th October 2009](#)
- ✦ [Edition 16th November 2009](#)

✚ [No To Violence Against Women](#)

Dods

✚ [Rights of all LGBT workers must be protected in Equality Bill](#)

Pensions

✚ [Default retirement age](#)

Abortion Rights

✚ Please find attached leaflet aimed at Trade Unions

Welcome to the August 2009 edition of Migrants Rights News

The **Migrants Rights Network** is working for a rights-based approach to migration, with migrants as full partners in developing the policies and procedures which affect life in the UK. **Migrants Rights News** aims to inform our members and other groups working on migration issues about regional and national policy developments, campaign news, recent research and upcoming events.

At the heart of Migrants Rights News are the campaigns and strategies being developed by migrants to consolidate their position in British society. We focus on activities that extend the scope of the human, economic and social rights which apply to migrants' circumstances.

We would be happy to circulate information and bulletins sent by members in the following month's newsletter, subject to editorial/space limitations! Please send any contributions to: info@migrantsrights.org.uk.

+++++

In this month's newsletter, find:

- (1) Points-based systems – what's the score?**
- (2) Victory for advocates of migrants' access to healthcare**
- (3) France and UK agree to tighten up border controls**
- (4) Internships for Zimbabweans**
- (5) Launch of the Testimony Project**
- (6) Reports and Research**
- (7) Upcoming Events**

(8) Other Announcements

+++++

To read the full newsletter, please visit:

www.migrantsrights.org.uk/downloads/newsletters/MRN_Newsletter_Aug09.pdf

[Click here to return to the main menu](#)

Disabled driver wins legal victory over supermarket

A disabled driver, frustrated at being unable to park in the disabled bays at his local supermarket in Wolverhampton, scored a resounding victory when he took the supermarket giant to court recently and was awarded £5000 for disability discrimination.

The driver was repeatedly unable to use the marked disabled parking bays because they were occupied by non-disabled drivers. In a ruling that will have implications on future disability rights cases, the Civil Court ruled that by not policing the disabled bays on its premises, the supermarket was failing to provide people with access to goods and services as specified in Section 19 of the Disability Discrimination Act. Because the disabled parking bays were not kept clear for people with disabilities, disabled drivers were unable to park at the entrance and had to struggle to enter the shop. They were put at a severe disadvantage compared to non-disabled shoppers.

The disgruntled shopper also obtained a Section 21 order, requiring the supermarket to change their practices. The store now employs a 24 hour parking attendant to monitor the disabled bays, enforce the rules, and assist disabled shoppers.

"This was a great victory" said a spokesman from Disability Claim Management who represented the disabled shopper. "Our client received £5000 in damages and can now do his shopping in peace. Since this case we have received claims from disabled drivers across England & Wales that Asda, Tesco's and Sainsbury's have failed to enforce the parking in their disabled bays. Cases are ongoing and we shall be issuing County Court claims in the near future. Parking Providers should note that if they offer parking facilities to the public, they are bound by law to ensure disabled people are not put at a disadvantage. If they fail to do so, they could be receiving a court summons in the future."

[Click here to return to the main menu](#)

21st October 2009

Dear Colleague,

This week the Commission published its fathers and flexible working report and transgender research review. Please see further information below or visit our website at www.equalityhumanrights.com.

Working Better : Fathers, Family and Work

Many British fathers are working long hours, struggling to balance work and family and fear that requesting flexible working will damage their careers, a new report from the Equality and Human Rights Commission has found.

Forty-five per cent of men fail to take two weeks' paternity leave after the birth of their child with the most common reason provided being because they can't afford to. Two in five men fear that asking for flexible working arrangements would result in their commitment to their job being questioned and would negatively affect their chances of a promotion.

The report also points to an opportunity for employers to gain a competitive advantage in recruitment, as two in three fathers consider the availability of flexible working to be important when looking for a new job.

One approach to balancing work and family commitments outlined in the report is to expand paternity and parental leave schemes. The Commission has previously outlined a series of fully costed policies that would help to meet the needs of businesses and modern families as part of its [Working Better](#) Initiative.

Andrea Murray, Acting Group Director Strategy from the Equality and Human Rights Commission said:

“It is clear that today's families require a modern approach to balancing work and childcare commitments. Fathers are telling us

they are not spending enough time with their families and want to take a more active role in shaping the lives of their children.

“Two-thirds of fathers see flexible working as an important benefit when looking for a new job. This highlights an opportunity for British businesses to use flexible working as an incentive for attracting and retaining the most talented of employees. Some companies which have adopted forward thinking policies towards families are reporting increased productivity, reduction in staff turnover, reduced training costs and an ability to respond better to customer requirements.”

To access the full report please visit our website:

<http://www.equalityhumanrights.com/media-centre/fathers-struggling-to-balance-work-and-family/>

Commission launches transgender report

The Equality and Human Rights Commission has today launched a new review of evidence that captures the experiences and challenges facing transgender people in Britain.

The [*Trans Research Review*](#) highlights that some transgender people experience transphobia including bullying and discriminatory treatment in schools, harassment and physical/sexual assault and rejection from families, work colleagues and friends.

Commission research in Wales found that almost half (45 per cent) of respondents would be unhappy if a close relative married or entered into a long-term relationship with a transgender person and a third felt that a transgender person would be unsuitable as a primary school teacher.

The review highlights significant gaps in knowledge about key areas of life for trans people and the need for improving policies and practices designed to reduce discrimination.

To access the full report online please visit our website:

<http://www.equalityhumanrights.com/fairer-britain/trans-inequalities-reviewed/>

[**Click here to return to the main menu**](#)

15 October 2009

Welcome to the Equality and Diversity Forum Newsletter









Please click on the individual items below or on the link at the bottom of the page to view the full newsletter.

New items include:

Law and policy

 ['Connecting communities' funding and guidance to promote cohesion](#)

Publications and research

-  [Research on age, sexual orientation, and religion and belief](#)
-  [EHRC reports on sexual orientation](#)
-  [EHRC Research Database newsletter](#)
-  [ISER Recession research](#)
-  [Marmot review taskforce reports](#)
-  [Evaluation of the Race Equality Procurement Pilots](#)
-  [Mayor of London's Draft Economic Development Strategy](#)
-  [Equality Commission for Northern Ireland: Annual Report](#)
-  [Women's National Commission newsletter](#)
-  ['Routes to Solidarity' newsletter](#)

Events

-  [Anti-Racist Workplace Week 2009 – 19-23 October 2009](#)
-  [Refugee and Migrant Climate Change Forum – 19 October 2009](#)
-  [Launch of 'Fair Treatment at Work Report' – 27 October 2009](#)
-  [Conference on 'Race and the Recession' – 27 October 2009](#)
-  [Just Ageing seminar – 28 October 2009](#)
-  [Northern Ireland Human Rights Commission training – November 2009](#)
-  [Seminar: Mental Health and the Consumer – 4 November 2009](#)
-  ['Preventing Violent Extremism and Building Cohesive Societies' – 17 November 2009](#)
-  [Seminar on faith, community development and cohesion – 19 November 2009](#)
-  [Equality North East conference: 'The Equality Bill' – 27 November 2009](#)

 Conference: Diversity and Equality in Government – 10
December 2009

Click here to read the full newsletter: [eNewsletter](#)

We hope you find this a useful resource. If you have any queries or items to contribute to the newsletter, or if you would like to be removed from the distribution list, please email us at info@edf.org.uk. Please note that EDF does not endorse the content of the links in the newsletter.

Best wishes

Equality and Diversity Forum
207-221 Pentonville Road
London N1 9UZ
Tel: 020-7843 1597
Fax: 020-7843 1599
email: info@edf.org.uk
website: www.edf.org.uk

[Click here to return to the main menu](#)

<http://www.gmb.org.uk/Templates/Internal.asp?NodeID=92048&int1stParentNodeID=89645>



NO TO VIOLENCE AGAINST WOMEN

25 November - United Nations International Day for the Elimination of Violence against Women. Violence against women, whether in the workplace, in the home or in the community, is a trade union issue. The International Trade Union Confederation (ITUC) and the Global Union Federations are encouraging members to take action to mark the day and have produced various materials and publications to support affiliates in their work on this important issue (click on links below for more information).

2009 marks the 10th anniversary of the International Day for the Elimination of Violence against Women and UNIFEM (United Nations Development Fund for Women) has launched a global advocacy initiative *Say NO - UNiTE to end violence against women* www.saynotoviolence.org

ITUC - [Campaign for Elimination of Violence against Women](#)

ITF - [No to violence against women](#)

PSI - [Violence is NOT part of the job](#)

UNI Global Union - [Stop the violence against women: Break the circle](#)

[Click here to return to the main menu](#)

Organisation: Trades Union Congress

24.11.09

Rights of all LGBT workers must be protected in Equality Bill

The TUC is supporting a meeting on the religious exemptions to the Equality Bill at the House of Commons tomorrow (Tuesday).

The launch meeting of Cutting Edge Consortium will provide a forum for progressive faith and secular organisations - including many lesbian, gay, bisexual and transgendered (LGBT) faith groups from different religious traditions - to discuss the exemptions. TUC General Secretary Brendan Barber said: 'Government legislation which recognises the diversity of the workforce is to be welcomed.

'However, the rights of LGBT union members who work for faith schools and religious organisations must be protected.

'Teachers, education support staff, employees of faith based charities and other religious organisations, all deserve equal rights at work, regardless of their sexuality.'

Notes

- The meeting will be held from 7-9pm tomorrow (Tuesday) at the House of Commons. For more information please contact Maria Exall on 07714 206404.

- The Cutting Edge Consortium was formed following the successful 2009 Faith, Homophobia, Transphobia and Human Rights conference which was sponsored by the TUC and supported by LGBT trade union groups.

[Click here to return to the main menu](#)

Default Retirement Age

The government is reviewing the Default Retirement Age (DRA) in the UK which allows employers to forcibly retire workers over the age of 65 providing the appropriate procedure is followed. As GMB responded to the earlier consultations on the issue we have been asked to contribute to this latest review.

As outlined in this press release <http://www.berr.gov.uk/whatwedo/employment/Default%20retirement%20age/index.html>, the Department for Business, Innovation and Skills is looking for evidence and experience of the DRA in practice. If you have specific experience that may be relevant for GMB's submission please email the Pensions Department at pensionsdeptwi@gmb.org.uk no later than 31st December 2009.

The government review followed the ruling in the 'Heyday' case brought against the government. Details of that case can be found here: <http://www.equalityhumanrights.com/legislative-framework/legal-updates/age-regulations-legal-challenge-the-heyday-case/>

[Click here to return to the main menu](#)



16 November 2009

Welcome to the Equality and Diversity Forum Newsletter

Please click on the individual items below or on the link at the bottom of the page to view the full newsletter.

New items include:






Law and policy

-  [Call for evidence on default retirement age](#)
-  [Supreme Court hearing on faith school's entry policy](#)





Publications and research

-  [EHRC human rights strategy](#)
-  [Human Rights Committee report on the Equality Bill](#)
-  [Government response to report on 'public authority'](#)
-  [EHRC cohesion guidance](#)
-  [Immigration and asylum consultations](#)
-  [ROTA launches 'Policy & Race' Journal](#)
-  [Grandparents Plus study: 'Recognition, Respect, Reward'](#)
-  [European survey of discrimination](#)
-  [Ministry of Justice human rights guidance](#)
-  [JRF programme for older people: 'A Better Life'](#)
-  [National Equality Partnership news](#)
-  [The Hosting of HEAR – London's pan equality network](#)

Events

-  [Mind conferences in Brighton – 25-27 November 2009](#)
-  [Runnymede Trust: Jim Rose lecture – 1 December 2009](#)
-  [Conference: 'Disability Equality: Towards 2025' – 9 December 2009](#)
-  ['Human rights – tackling poverty, strengthening public services' – 10 December 2009](#)
-  [EMF Lecture on 'Human Genetic Diversity' – 15 December 2009](#)

Recruitment and tenders

-  [New EDF jobs page](#)
-  [Vacancy: BIRH trustees](#)
-  [Request for quotation: Equality and Human Rights Commission](#)
-  [Vacancy: Commission for the Compact Implementation Adviser](#)



Vacancy: ICHRP Executive Director

Click here to read the full newsletter: [eNewsletter](#)

We hope you find this a useful resource. If you have any queries or items to contribute to the newsletter, or if you would like to be removed from the distribution list, please email us at info@edf.org.uk. Please note that EDF does not endorse the content of the links in the newsletter.

Best wishes

Equality and Diversity Forum
207-221 Pentonville Road
London N1 9UZ
Tel: 020-7843 1597
Fax: 020-7843 1599
email: info@edf.org.uk
website: www.edf.org.uk

[Click here to return to the main menu](#)