

‘Making Equality Reality’

Equality and Discrimination Conference
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Hamilton House,
Mabledon Place
London

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Making Equality Reality :The Plan

- Drivers for workplace equality
- Strategy
- Operational focus
- Workplace tactics
 - Respect@Work case study
- Outcomes / Gaps



Making Equality Reality : Where are we?

- Public Sector
- Voluntary Sector - Service case

- Private Sector
- Service Sector - Business case

- Comprehensive -Legislation
- Institutional discrimination
- Income equality
- Capacity – to deliver change

Making Equality Reality : Drivers for equality

- Legislative compliance
- Improving Services
- Improving Business
- Best in class
- Moral case



Making Equality Reality : Legislative Case

Comprehensive Equality Legislations

- Protracted Characters
 - International
 - European
 - National
- Direct
 - Indirect
 - Cultures of discrimination
 - Duty to promote equality
- Equality Act 10



Making Equality Reality : Service and business case

Service

- Closer to users
- Community Charge
- Refine Policy
- Austerity / Cuts
- NHS/Local Government

Business

- Closer to customers
- No longer mono characteristic - segmented customer base
- Broaden Consumer Base employees to reflect
- Enhance External Perception – Company profile



Making Equality Reality : The business case – gender

- Women's participation in labour market continues to increase.
- Women are increasingly affluent.
- 80% purchasing decisions are made by women.

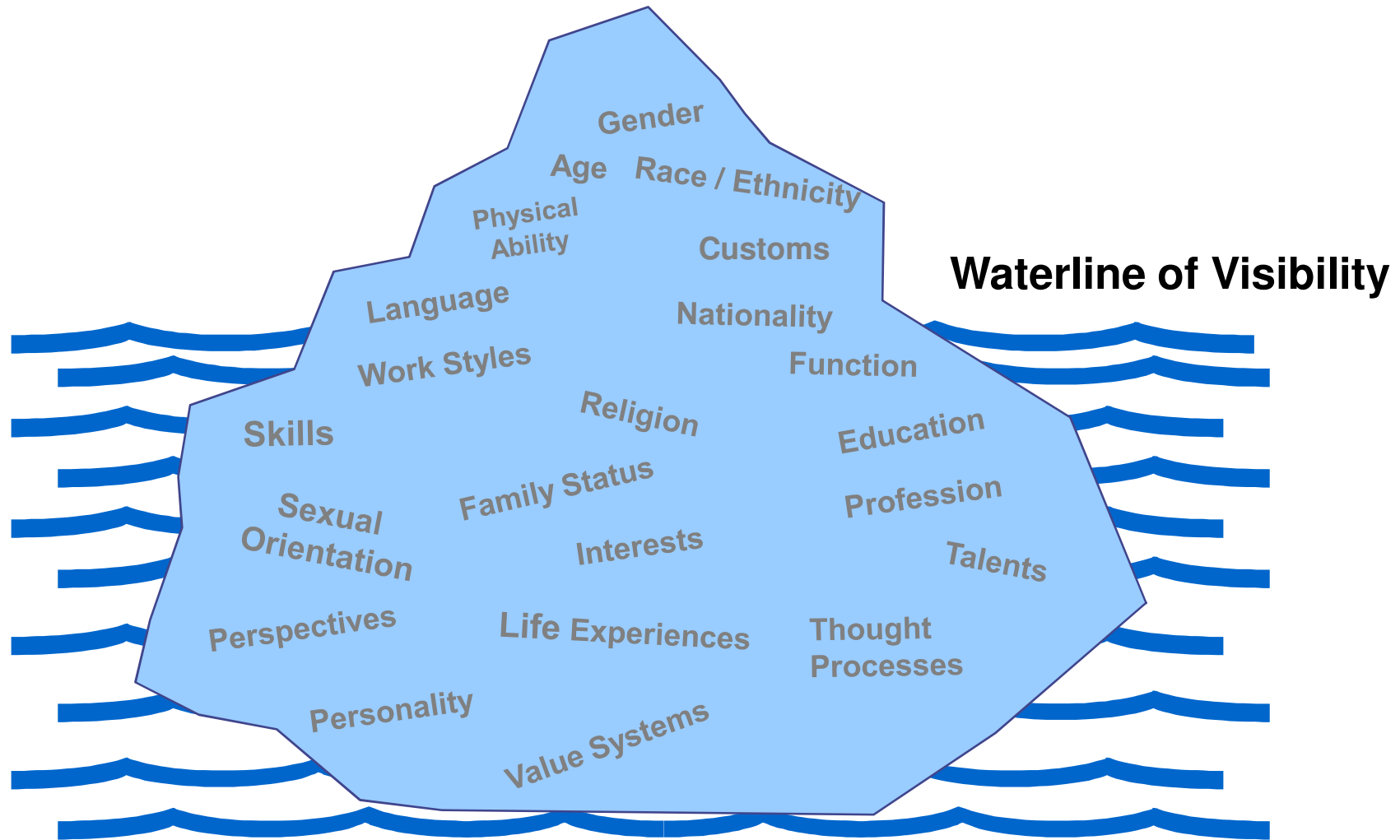


Making Equality Reality : Moral case

‘Do the right thing’



Making Equality Reality : Iceberg model



GMB Equality through inclusion : **The Strategy**

Principle of

- Inclusivity – everyone has role
- Holistic – all GMB parts engaged
- Wide ownership for change
- Leadership / accountability



GMB Equality through inclusion : Strategic Priorities

Alignment of E&I to core GMB aims - from the margins to the centre.

1. Increase membership
2. Drive E&I bargaining agenda
3. Campaign on E&I
4. Enhance Profile
5. Drive organisational E&I

- All strategic priorities interlinked



Making Equality Reality : Workplace tactics

- Legislation to Service / business case
- Health & Safety model
- Joint Governance structures
 - Embed
 - Improve relations
 - Impact on other issues



GMB Equality through inclusion : Bargaining agenda

- Hourly / Salaried differences
- Selection - age
- Supervisor / management behaviour
- Employees with caring responsibilities / disability
- Equal pay audits
- Flexible working initiatives
- Respect @ Work (defining behaviour)
- Age Discrimination
- Driving Public Duties – impact assessments (joint approach)
All linked to recruitment
Respect@Work
- Maternity and paternity rights
- Remploy
- Migrant Workers Project

Case Study - Respect@Work : Facts and Figures

- 1 in 8 (around 3 million) UK employees have been bullied at work in the last five years
- Costs for stress-related illness range from £5 billion (TUC) to £7 billion (IPD) to £12 billion (CBI)
- Six million working days are lost annually because of stress caused by bullying, job insecurity, shift work and long hours (HSE)

Respect@Work : Costs

Employment Tribunals Minimum Quantifiable Costs of a Case

- Cost of initial investigation prior to decision on formal: 2 days at £1000 per day £ 1,000
- Cost of formal investigation:
 - 20 investigator days at £500 per day £10,000
 - 5 Administration days at £500 per day £ 2,500
 - 2 Senior Management days at £1000 per day £ 2,000
 - 10 days staff/management time ave. £500 per day £ 5,000
- Internal Cost of Preparing for tribunal £10,000
- Legal Costs £50,000
- **TOTAL** c£80,500
- **Plus “lost opportunity” costs** c£100,00
- + Compensation name your price!

‘Never mind impact on Brand’



Respect@Work: Benefits for workers

- Being treated with dignity and respect
- Improved working conditions
- Improved communication
- Feeling valued
- Climate of mutual trust
- Using talents to the full



Respect@Work : Benefits for Employers

- Reduced costs of dealing with complaints
- Reduced risk of adverse publicity
- Improve company standing in contract bids
 - Private sector
 - Public Sector
- Complaints addressed at source (and internally)
- Legal Compliance
- Potential for 'Best in class' policy and practice
- Improved working conditions
- Using talents to the full
- Improve profile
- Retention
- Employer of choice



Legislation – Public Sector

Equality Impact Assessments

- Remploy
- LuDun

- Comprehensive roll out Equality Duty Kit
- Exchange in Best Practice
- Joint Committees and agreed processes



Outcomes

- 50 Equal Pay cases
- 5 private sectors employers
- Reduction of discrimination 165 - 26
- Best in Maternity / Paternity Policy

Challenges

- Employment legislation
- Trade Union Facility time
- Employment Tribunals
- Increasing Unemployment
- Greater insecurity

