

Helpdesk Research Report: Equality and Human Rights Commission (EHRC)

Date: 23/03/09

Query: Please provide information, including lessons learned, on how the Equality and Human Rights Commission (and possibly other related UK/European institutions) has contributed towards promoting inclusion of socially and politically excluded groups.

Enquirer: DFID Nepal

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1. Overview of the EHRC and British context

The Equality and Human Rights Commission (EHRC) is a non-departmental public body established under the Equality Act 2006. It began its operations on 1 October 2007. It brings together the work of the three previous equality commissions - the Disability Rights Commission (DRC), Equal Opportunities Commission (EOC) and Commission for Racial Equality (CRE). The EHRC also takes on responsibility for promoting other aspects of equality (age, religion or belief and sexual orientation), as well as human rights. It seeks to 'eliminate discrimination and harassment, reduce inequality, protect and promote human rights, and build good relations'.

As the EHRC has only been in operation for 18 months, there are no evaluations yet of its work – and as such, it is too early to draw any lessons.

General Background

The core approach in Great Britain in relation to discrimination and equality has, as noted by one expert, been to:

- (i.) make **discrimination unlawful on fairly wide grounds**;
- (ii.) establish **positive legal duties on public authorities** to promote equality and eliminate discrimination (in the areas of race, disability and gender – 'general equality duties'); and
- (iii.) to establish **independent commissions/agencies**:

'The existence of the independent agency with significant legal and financial clout has made a great difference. Left to themselves individuals would have been unable to achieve successes'. The CRE and now the EHRC had/has powers to *champion individual cases*; to *investigate patterns of exclusion and discriminatory activity* (including by government); to promote equality of opportunity; and to spend money in the form of *grants in support of particular groups and activities*. Such grants have contributed to improvements in minority access to: public offices;

proper media coverage; and jobs, goods, facilities and services. The approach in Great Britain does not include, however, directly subsidising cultural or media products and services for national minority groups, nor legal recognition of national minority status, which has been adopted in other jurisdictions (see Myant in Appendix).

Independent commissions in Great Britain have also advocated for *monitoring based on ethnic, gender and other criteria*. This, one expert stresses, is crucial to the development of evidence based policy to address structural and entrenched discrimination. It has been increasingly recognised that addressing systemic, structural and cultural changes is necessary to tackling exclusion; and that reliance on individual mechanisms, such as complaints mechanisms, is insufficient and unfairly places the burden on 'victims' to promote change (see Choudhury in Appendix).

Further, another expert states that the Equality and Human Rights Commission can only support individual complaints/cases that might result in changes in law. This covers only a small percentage of cases, excluding the vast majority of individuals wishing to bring forth discrimination and equality claims. This, she cites as an example of how Great Britain while having made great progress in establishing formal recognition of equality rights, has not done as well in promoting the capacity to exercise such rights (see Ariss in Appendix).

EHRC and British Context

The British government announced its intention to establish the EHRC with the publication of the 'Fairness for All' White Paper in May 2004. The development of a 'single' Commission was considered necessary to contribute to two key public policy priorities: (1.) defusing perceived disharmony or social antagonism between groups and the threat of social unrest; and (2.) unifying diverse social groups under a common identity as British citizens. Efforts to develop a cohesive society have in turn been tied to strategies to increase social and political participation of marginalised groups and to reduce discrimination and inequalities across the nation.

By abandoning single issue 'equality institutions', the EHRC as an inclusive institution focused on human rights and equality for all has the potential to:

- Defuse identity politics, and inter-group competition for scarce resources, which can often be divisive; and foster good inter-community (particularly inter-ethnic and inter-religious) relations and relationships with the wider-society.
- Tackle discrimination on multiple grounds, which better reflects the many dimensions of an individual's identity and the cross-cutting ('intersectional') way in which he or she may experience discrimination and exclusion (e.g. combining their race and sexual orientation, or gender or age, or faith and whether they are disabled). This allows for a move away from discrete or 'single' minority identities, which can also be divisive.
- Promote awareness that discrimination has wider societal implications and that human rights can be the unifying aspect of British citizenship.

By seeking to allocate services and resources based on the needs of individuals that experience multidimensional forms of discrimination that cut across social groups, the EHRC has the broader potential to restructure how social identities and discrimination are understood by minority groups, policy makers and 'wider society'; and how social and political demands are made. This allocation strategy is 'yet another aspect of the EHRC's pledge to promote good relations between different groups through a strategy which disrupts how social groups have been viewed by policy makers. Perhaps even more importantly it has the potential to promote different ways for the members of social groups (e.g. the members of polarized social groups) to view themselves and other groups on the ground, especially in relation to the competition for resources and services' (McGhee, p. 154).

The promotion of a human rights culture by the EHRC takes these changes a step further by also advocating that each 'group' is a rights-holder – and that these rights take precedence over the demands of distinct communities involved. It moves away from an approach based on multiculturalism to a more cosmopolitan perspective of British citizenship, with a human rights culture as a unifying force: 'In this new Britain separate and competitive group interests and loyalties are to become secondary to emergent forms of citizenship and patriotism. In multicultural societies, community, culture, tradition and identity are assumed to define one's politics. They give minority groups their position from which to act politically, to stake their claim, to demand recognition, resources and equality of opportunities, for example as a black person, as a Muslim person, as a gay person. In the new Britain, complete with its new single equality commission, community, culture and identity will be decreasingly deployable as key political resources and sites of action, as they were in the competition for resources in a 'multicultural' society' (Solomos in McGhee, p. 156).

EHRC - Key Areas of Work

The EHRC has a very broad remit. It aims to 'prevent discrimination by addressing the causes that lie behind it, encouraging systemic [and cultural] change instead of relying solely on individual legal remedies after the event' (Business Plan, p. 4). Its key areas of work are:

1. Enforcing the law. The EHRC can:

- take legal action and/or assist individuals to take legal action, especially when individual cases offer the chance to clarify and improve the law;
- launch inquiries and formal investigations into discrimination – whether in a general area of life or in specific organisations. It can serve unlawful act notices if an organisation has committed an act of discrimination;
- monitor public authorities and ensure they comply with their duties to promote disability, gender and race equality. It can serve a compliance notice on a public authority if it is in breach of any of its equality duties. Almost all public authorities in England, Wales and Scotland are bound by *statutory duties to eliminate discrimination and promote equality on the grounds of disability, gender and race*
- publish statutory codes of practice to help organisations and individuals comply with equality legislation;
- intervene in cases brought by others involving breaches of the equality duties or in relation to human rights;
- hold formal inquiries or take judicial review proceedings to prevent breaches of the Human Rights Act. It can also join with proceedings taken by others, intervening to promote human rights.

2. Influencing the development of law and policy. The EHRC aims to:

- influence the Government in its development of equality legislation; and in order to ensure that equality, diversity and human rights are part of all its policies, government plans and departmental strategies;
- work with public service inspectorates to help them meet their duties to promote equality by making sure that inspection regimes include effective equality monitoring;
- monitor the effectiveness of existing equality and human rights legislation.

3. Promoting good practice. The EHRC aims to:

- provide information, guidance and advice on how best to promote equal opportunities to organisations and companies, and government departments and representative organisations from all sectors;
- provide information, guidance and advice to public authorities to help them meet their particular legal responsibilities;
- define, promote and publish best practice in promoting equality and human rights, in order to create a more fair and equitable society.

4. Campaigns, events and communications. The EHRC aims to:

- produce publications and marketing material that spark debate about issues within their remit and promote greater understanding and awareness of equality and human rights;
- bring discussion about equality from the margins to the mainstream – and to promote positive attitudes toward minority groups.

5. Promoting good relations. The EHRC is mandated to:

- actively promote good relations between people and to provide advice and examples of how best to do this. It also uses its communications work to promote the EHRC vision of a 'more integrated society, where people not only live peacefully side by side, but socialise with each other'.
- monitor the work of other public authorities that are also required to positively promote good relations between people from different racial groups. Where necessary it takes action to enforce the law;
- remain vigilant to potential sources of tension or social division. It uses a well developed network of local sources to monitor social tensions between people or groups and works with local organisations where possible to minimise and tackle these issues.

6. Developing understanding and evidence. The EHRC:

- commissions, assesses and publishes research in order to develop a database of evidence-based knowledge on equality and human rights in Britain;
- is required to produce reports every three years to assess equality and inequality in Britain, looking at where progress has been made and particular areas of concern. These will be presented to Parliament.

7. Services. The EHRC:

- runs national helplines in England, Scotland and Wales offering advice and information to anyone who wants to know more about their rights or responsibilities in relation to equality and human rights.

8. Grants. The EHRC can:

- allocate funding to other organisations to help them in projects and other kinds of work that promote equality and human rights.

9. Protecting and promoting human rights. The EHRC has a duty to:

- promote understanding of the importance of human rights and to protect them;
- provide advice and guidance on how best to promote human rights and encourage public authorities to comply with their human rights obligations, in accordance with the Human Rights Act.

Single Equality Scheme

The EHRC published its first single equality scheme in April 2008. It is a three-year scheme, developed through wide consultation, which lays out the steps the Commission will take to promote equality and human rights. Key priorities for action include:

- Monitoring the effectiveness of its helpline services to ensure that they reach all groups and that people are satisfied with our service.
- Prioritising legal cases in new areas of equality such as sexual orientation in order to build case law
- Training staff on equality impact assessments, the positive duties and the implications of these for their work
- Making sure that contractors providing goods, facilities and services meet the Commission's procurement criteria for all equality areas
- Appointing an access specialist whose remit will include assessing and advising on both the EHRC's infrastructure and how it works.

The EHRC published its business plan in May 2008 for its first full year of operation. It is based on wide consultations and sets out the plan of work designed to promote measures to reduce disadvantage and improve economic wellbeing for all communities. It specifies goals and targets, which include:

Legislative powers and enforcing public sector duties

- Lobbying for and influencing landmark legislation, including an equality act.
- Inquiring into how widely the Human Rights Act is being used in public services and public attitudes towards the act.
- Using enforcement powers strategically, particularly for the public sector equality duties and in the 'new' areas of the EHRC's remit — age, religion or belief, sexual orientation and human rights.
- Looking at how to most effectively use the existing public sector duties to promote equality (which apply to most public authorities) as well as the EHRC's legal and enforcement powers. This will include using the general equality duties to influence the development of the new health and social care inspectorate (to be launched in 2009) to make sure that inspection and performance management systems include equality and human rights.

Narrowing the poverty gap: reducing social exclusion

- Working with the Department for Children, Families and Schools in England and on the Government's children's plan to ensure that equality objectives are built in (e.g. looking at ways of protecting children and young people from poverty where they already suffer disadvantage because of age, disability, gender, gender reassignment, race, religion or belief or sexual orientation).

Narrowing the care gap: ensuring care reform promotes equality and human rights for all

- Influencing government on the future of social care provision to promote peoples' independence and enabling them to combine the demands of caring and work.
- Analysing the relationship between social care and wider measures of inequality such as limited opportunities for independent living among older and disabled people, and higher levels of poverty among children, single parents, and families with disabled children, and older people
- Commissioning an independent a cost-benefit analysis of investment in the social care sector to influence future government spending decisions.

Narrowing the opportunity gap: increasing social mobility among disadvantaged groups

- Working with public institutions and the private sector to increase opportunities through education and employment.
- Working with business and the private sector to promote fairness in the workplace, including providing high quality information, advice and guidance tailored to individual business needs.
- Using its powers to push for fair access to goods, facilities and services for all, giving individuals advice and assistance where needed and working with industry regulators to promote equality, diversity and social inclusion.
- Publishing a guide to promote integration in the workplace and launching a best practice website to help employers promote equality and diversity.

Narrowing the power, inclusion and integration gap: strengthening good relations by forging greater understanding between communities

- Promoting good relations and an integrated vision of society, using for example, the new duty on schools to promote community cohesion; and promoting inter-faith dialogue.
- Monitoring tensions and particular incidents involving hate crime.
- Conducting a public inquiry into the allocation of social housing and the affect this has on community cohesion and relations between people of different racial backgrounds.

Outreach

- Conducting consultations with a wide range of stakeholders
- Providing clear and comprehensive information on equality and human rights and about the work the EHRC does for a range of audiences.

Sources

EHRC, 2008, 'Bringing People Together -- Business Plan (2008-9)', Equality and Human Rights Commission

http://www.equalityhumanrights.com/en/publicationsandresources/Documents/Corporate/EHRC_Business_Plan_0809.pdf

EHRC, 2008, 'Equality Scheme (2008-9)', Equality and Human Rights Commission

http://www.equalityhumanrights.com/Documents/Corporate_info/equality_scheme2008/Equality_Scheme_2008_09.pdf

McGhee, D., 2006, 'The New Commission for Equality and Human Rights: Building Community Cohesion and Revitalizing Citizenship in Contemporary Britain', *Ethnopolitics*, vol. 5, no. 2, pp. 125-144.

Additional sources

Choudhury, T. A., 2006, 'The Commission for Equality and Human Rights: Designing the Big Tent', *Maastricht Journal of European and Comparative Law*, vol. 13, no. 3, pp. 311-322

<http://dro.dur.ac.uk/4789/>

The GSDRC does not have access to this publication. The following abstract is taken from the publisher's site: In Great Britain a new Commission for Equality and Human Rights (CEHR) will be in operation from 2007. The CEHR will replace the existing commissions for sex, race and disability discrimination and have responsibility for age, religion and belief, sexual orientation and human rights. This paper explores the role the existing commissions played in shaping the structure, responsibilities and powers of the CEHR. The paper argues that the creation of the new commission revealed tensions between the role such bodies play as regulatory agencies and their importance in providing a voice for groups and individuals that experience discrimination. The author argues that, while initial proposals emphasised the role of the CEHR as a regulatory agency, in the course of the consultative and legislative process, new and imaginative mechanisms were introduced to ensure the experiences of those that face discrimination informs the CEHR's work. However, the author also argues that an opportunity was missed to strengthen both the regulatory and representative role of the CEHR through greater structural independence for the CEHR from government and in the introduction of a single equality act that would ensure that all strands went into the new Commission on an equal legislative footing.

2. Specific Contributions of the EHRC and its predecessors

The Equality and Human Rights Commission

As noted, the EHRC has been in operation for only 18 months. Much of this time has been spent conducting consultations and developing strategies and action plans. As such, there is limited information on concrete contributions made by the Commission to the promotion of inclusion, nor any evaluations of its work to date. Still, the following are some early contributions:

Violence against women support services (Map the Gaps project): the EHRC and End Violence Against Women (EVAW) published a report in January 2009 that reveals a large funding gap for services that help women suffering from violence and abuse. Based on findings from the report, the EHRC announced that 'it will target over 100 local authorities with the threat of legal action over their failure to provide specialised services for women who have experienced violence'. These local authorities will be given a month to explain why they do not have support

provisions in place. Should their responses be unsatisfactory, the EHRC will issue formal compliance notices that could lead to court action.

In March 2009, the EHRC welcomed the Government's launch of a new cross-government public consultation to tackle violence against women and girls. The Government plan includes efforts to secure funding for specialised services and attempts to create more responsive health and social services that can better recognise and respond to abuse.

Note: all public authorities in England, Wales and Scotland are subject to the gender equality duty (similar to the race equality duty and disability equality duty), which was introduced by the Equality Act 2006. Public authorities thus have the legal obligation to demonstrate that they are promoting equality for women and men and eliminating sexual discrimination and harassment.

See the following links for more information:

<http://www.equalityhumanrights.com/en/newsandcomment/Pages/mapsgb.aspx>

<http://www.equalityhumanrights.com/en/newsandcomment/Pages/Govplansviolenceagainstwome n.aspx>

<http://www.guardian.co.uk/society/2009/jan/30/council-action-support-services>

Police and racism: the EHRC published a report in January 2009 that examines what progress the police service been made in the last decade in terms of race equality in: employment, training, retention, and promotional stop and search; the national DNA database; and race hate crimes. It finds, for example, that while significant steps have been made towards the Home Office's target of 7% ethnic minorities within the police service, the actual numbers stands at 4%. The EHRC offers various recommendations to meet the minority target.

See the following link for more information:

<http://www.equalityhumanrights.com/en/publicationsandresources/Documents/Race/Policeandracism.pdf>

Landmark accessibility ruling for disabled people: the EHRC provided support to a disabled person to bring a case against a bank for discrimination against disabled people by not providing wheelchair access. This case resulted in a landmark ruling in which the judge ordered to back to install a lift such that wheelchair users could have the same access as any other customer. This case will contribute to ensuring that a larger number of disabled people in Britain are able to access goods, facilities and services.

See the following link for more information:

<http://www.equalityhumanrights.com/en/newsandcomment/Pages/landmarkaccessibilityruling.aspx>

Inclusive representation in Parliament: the EHRC provided recommendations to the Speaker's Conference established by the Government in November 2008 to 'make recommendations for bringing the representation of women, ethnic minorities and disabled people in the House of Commons more in line with the population at large'. The EHRC recommendations include term limits (in order to promote increased turnover of existing members and allowing for new 'minority' candidates to take seats); inclusion of political parties in the public sector duty to promote equality and seek to eliminate discrimination; and ethnic minority shortlists to be used by political parties.

See the following links for more information:

<http://www.equalityhumanrights.com/en/newsandcomment/Pages/reformstoparliament.aspx>

<http://www.equalityhumanrights.com/en/policyresearch/briefings/Pages/Submissiontospeakersconference.aspx>

Commission for Racial Equality

The Commission for Racial Equality (CRE), which was now been incorporated into the work of the EHRC, was established under the 1976 Race Relations Act. It received a grant from Government but acted as an independent agency. The CRE's three main duties were to:

- work towards the elimination of racial discrimination and promote equality of opportunity,
- encourage good relations between people from different racial and ethnic backgrounds;
- monitor the way the Race Relations Act has been working and recommend ways in which it could be improved

The CRE's key areas of work included:

1. Influencing attitudes and promoting good practice:

- issuing codes of practice and racial equality standards to help organisations develop fair policies, procedures and practices
- advising employers, local authorities, housing, health and education authorities, the police, training bodies and other agencies on how to avoid discrimination and promote equality
- advising and makes representations to government on race issues, and on the racial equality implications of legislation, policies and practices
- keeping policy makers, national bodies and the media informed of developments, and promoting good practice
- supporting research into the impact and extent of racial discrimination, and into race issues generally
- running public education campaigns to raise awareness of race issues, and encouraging others to play their part in creating a just society

2. Enforcing the law.

- advising or assisting people with complaints about racial discrimination, harassment or abuse
- conducting formal investigations of companies and organisations where there is evidence of possible discrimination; if the investigation does find discrimination, the CRE could oblige the organisation to change the way it operates
- taking legal action against racially discriminatory advertisements, and against organisations that attempt to pressurise or instruct others to discriminate — such as employers instructing employment agencies not to send them applicants from ethnic minorities, or companies instructing their workers to discriminate in the way they provide goods or services
- assisting individuals to take judicial review action to challenge decisions of public bodies, including their compliance to the statutory duty to promote race equality ('the race equality duty')

See the following link for more information:

<http://83.137.212.42/sitearchive/cre/index.html>

CRE, 2007, 'A Lot Done, A Lot to Do', CRE Final Report, Commission for Racial Equality

http://83.137.212.42/sitearchive/cre/downloads/a_lot_done_a_lot_to_do.pdf

This final report by the CRE provides an overview of the current state of race relations in the UK, key challenges, and recommendations for the EHRC in its work. It also documents the various contributions that the ERC has made in promoting the inclusion of racially excluded groups in the areas of: youth; employment; health and social care; criminal justice; and migration. These contributions include:

- Successfully influencing the creation of an improved race equality impact assessment (REIA) by the Government relating to minority ethnic students and further education.

- Establishing a code of practice on promoting racial equality in employment (which came into effect in 2006) that courts can use, where relevant, in cases brought under the Race Relations Act. The code also provides guidance to employers on how to meet their obligations under the Act and related legislation.
- Monitoring the Department of Health in its implementation of its 'Delivering Race Equality' strategy (DRE) for mental health services.
- Formally investigating employment issues in the police service in 2003-2005. The resulting report provided 125 recommendations, of which the home secretary accepted 122. The ERC monitored progress in 2006 of the police service and identified a number of important improvements, including better standards, a central coordinated strategy that incorporated the ERC's recommendations, and monitoring and inspection of how well police forces were meeting the duty to promote race equality.
- Formally investigating the prison service and publishing a report that charged the prison service with found unlawful racial discrimination for failure to provide ethnic minority prisoners with protection from racial violence; and failure to provide racial equality in employment. The service responded by committing itself to a detailed action plan for change; the ERC monitored progress and continued to raise concerns.

See also: **CRE, 2005, 'Annual Report', Commission for Racial Equality**
http://83.137.212.42/sitearchive/cre/downloads/ar05_main.pdf

Johnson, N. and McCarvill, P., 2007, 'Monitoring and Enforcement, 2005-7', Commission for Racial Equality
http://83.137.212.42/sitearchive/cre/downloads/monitoring_and_enforcement_report_2005-7.pdf

This report summarises the findings of a CRE assessment of the performance of the public sector with respect to their race relations obligations. Overall, the report states that findings have been disappointing, although there are examples of well performing authorities and best practices in a number of sectors. Based on its monitoring, the CRE ranked the performance of all public authorities by organisational type, based on the degree of compliance or non-compliance, relevance to race equality and potential scale of impact in terms of public service delivery. These findings and rankings were then to be disseminated through the media to promote wider publicity, 'naming and shaming', and learning.

The report discusses the evolution of the Commission from role of facilitator (providing guidance) to also one of regulator in order to better promote compliance by public authorities. It was not until 2004 that the CRE decided to move into primarily regulation mode and developed a monitoring plan (while still providing guidance) – after continued non-compliance in the public sector. Having learned from the CRE's experiences, the Equal Opportunities Commission and Disabilities Rights Commission, on the other hand, moved more quickly to the regulatory stage. The CRE has since taken a strategic approach to its monitoring work. Its underlying principles have been:

- 'that performance on race equality should be part of wider inspection regimes
- to look at the social outcomes of a sector alongside technical compliance
- to focus on the actions not statements of public authorities (hence the focus on REIAs)
- to work with strategic agencies to drive up performance in their sectors
- to develop examples of good practice rather than rely on programmatic advice
- to use the full extent of its enforcement powers' (p. 6)

The report recommends that the EHRC should:

- 're-prioritise those parts of the public sector which are crucial to policy development and public service delivery.
- firmly move on to a new stage in regulation of the Race Relations Act 1976, As Amended. This would specifically involve: (i.) No further toleration of non-compliance in respect of Whitehall departments and agencies; and (ii.) initiation of compliance action in

relation to Whitehall departments arising from any failure to ensure compliance across those parts of the public sector for which they have responsibility' (p. 6).

Equalities Opportunities Commission

The Equal Opportunities Commission (EOC), which was now been incorporated into the work of the EHRC, was established in 1975 alongside the Sex Discrimination Act, to address sex discrimination and inequality related to gender, including good practice in the fair and equal treatment of men and women.

See the following link for more information:

<http://83.137.212.42/sitearchive/eoc/Default02e4.html?page=0>

EOC, 2007, 'Annual Report and Accounts – 2006-2007', Equal Opportunities Commission

http://83.137.212.42/sitearchive/eoc/pdf/Annual_Report_EOC_0607.pdf?page=20565

This report outlines the achievements of the Equal Opportunities Commission not only in respect to the 2006-2007, but more generally since its inception. Highlights include:

Agenda setting through research and campaigning

- **Equal Pay:** the EOC considers its greatest success to be putting the gender pay gap on the agenda and creating a consensus around the need for action. It has successfully used its independent research (including formal investigations) on pay gaps to influence public policy.
- The Commission's research and campaigning has also pushed up the agenda the need for more support for the modern family, with both major political parties recognising that work life balance is a hugely important issue for voters.

Capacity building

- The EOC has worked closely with stakeholders, including employers, unions and other front-line advisors, to help build their knowledge base and understanding to be able to promote equality and eliminate discrimination. This has been achieved through talks and training, the provision of information on websites and a Helpline service

Enforcing the law

- The EOC successfully introduced the new **Gender Equality Duty** (similar to the Race Equality Duty). 'This is the most significant change in sex equality law for over thirty years, with far-reaching implications not just for the employees in the public sector but for the users of services, as it requires public authorities to promote equality and eliminate discrimination. We have produced the highly regarded Codes of Practice for England and Wales, and for Scotland, and guidance to public bodies on how to comply'.
- The EOC has supported many vulnerable individuals (men and women) in pursuing cases to stop discrimination. Such cases have also been successful in improving policy, practice and law in various areas within the Commission's remit (e.g. establishing that sexual harassment and discrimination on grounds of pregnancy are, in law, sex discrimination, although not mentioned in the original Sex Discrimination Act).

Authors and contributors

This query response was prepared by **Huma Haider**: huma@gsdrc.org

Contributors:

Amanda Ariss (Equality and Diversity Forum)
Susan Botcherby (EHRC)
Tania Burchardt (LSE)
Tufyal Choudhury (University of Durham)
Patrick Diamond (EHRC)
Jane Dickson (LSE)
Holly Dustin, (End Violence Against Women)
Vivienne Hayes (Women's Resource Centre)
Sarah Isal (Runnymede Trust)
Francesca Klug (LSE)
Maleiha Malik (King's College)
Derek McGhee (University of Southampton)
Chris Myant (EHRC)
Eric Metcalfe (Justice)
Jessica Mai Sims (Runnymede Trust)

Websites visited:

British Institute of Human Rights, DRC, Durham Law School, Equality and Diversity Forum, EHRC, EOC, ERC, Google, Google Scholar, Government Equalities Office, GSDRC, Ingenta journals, LSE, Odysseus Trust, Runnymede Trust, University of Bradford, University of Southampton

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