

Equality Bill & the Welsh Public Sector Duty TUC Pan Equality Conference

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Why we need it

**Equality and
Human Rights
Commission**

**Comisiwn
Cydraddoldeb a
Hawliau Dynol**

- Replaces 116 pieces of legislation
- Clarifies the law
- Protects everyone in society

An overview

- Positive Action
- Equal Pay
- Disability
- Single Public Sector Equality Duty

Specific Duties in Wales

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- WAG Listening Exercise
- Formal Consultation
- Power to Welsh Ministers

Key Principles

- Underpinning specific duties:
 - Focus on outcomes
 - Action orientated
 - Tackle the greatest inequalities
 - Be enforceable and subject to audit and inspection
 - Based on evidence-gathering and involvement of unions, employers and employees

Specific Duties in Wales

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- How can we use the specific duties to advance equality and make a real difference ?
 - Promoting active citizenship
 - Building stronger communities by tackling hate crime
 - Increasing access to services
 - Improving employment practices

Specific Duties in Wales

- Gender Pay Gap in Wales
- Contributory factors to the gender pay gap include:
 - Discrimination in pay systems
 - Job segregation
 - Work patterns

Specific Duties in Wales

- Key underpinning principles:
 - Evidence-based
 - Involvement
 - Transparency
 - Action
 - Outcomes
 - Measuring progress
 - Accountability.

Specific Duties in Wales

- Procurement
 - Equality considered in all stages of the procurement process.
 - equality related contract conditions
 - monitor, manage and enforce any equality requirements in contract specifications

Specific Duties in Wales

- That supplier diversity is considered in the procurement process.
- That equality related award criteria should be used and given weighting in awarding contracts.
- exclude suppliers with a history of unlawful discrimination unless they can demonstrate that effective steps have been or are being taken to resolve the issue

Next steps

- Consultation in Wales on specific duties
- Lords Stage December / January
- Bill expected to come into force
Autumn 2010
- Gradual implementation