



## a new training initiative

We are delighted to announce that following a successful bid to the Higher Education European Social Fund we are developing a new and exciting Training Initiative (TI) aimed at women.

This training initiative will be unique in that it will build upon the current Gender Discrimination and Ageist Perceptions (GDAP) research findings. Participants in the initiative may thus be able to identify with how discrimination has impacted on the lives of the older men and women involved in the study.

GDAP-TI will provide accessible, up to date information to women, on gender and age issues, that supports the recent age discrimination regulations due to come into force on October 1st 2006.

The training offered will be free to eligible participants and will aim to empower, motivate and assist women to challenge discriminatory attitudes and resolve difficulties they may be experiencing in the areas of gender based assumptions and ageist perceptions.

This initiative will be of particular benefit to those women going through a transition period in their lives, such as accessing work following child caring periods, or to older women wishing to re-enter education, work or training opportunities.

GDAP-TI will be delivered to a national audience including higher education institutions, community based groups, training agencies and trade unions.

Incorporated within the training pack will be a CD which aims to support the training, with additional information and documentation, including a guide to the

recent age regulations. We envisage the training will begin in January 2007.

If you, or your organisation, want to register an initial interest in receiving this FREE training we would be glad to hear from you as we are currently identifying suitable geographical areas and venues for the training delivery. There will be more details of this exciting development in the next issue of Agender.

### Contact details

GDAP-TI  
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'The Regulations apply to employment and vocational training. They prohibit unjustified direct and indirect age discrimination, and all harassment and victimisation on grounds of age, of people of any age, young or old.'

Finally, May 8th - 12th was Age Positive week, and should have been a time to celebrate age diversity at work. Did your organisation do so?

Further information can be obtained at <http://www.agepositive.gov.uk/> where there is also a link to a survey by the Chartered Institute of Personnel and Development (CIPD) which aims to provide benchmarking information which will help employers and others to judge what progress they have made in age diversity.

## contacts

[www.ljmu.ac.uk/gdap/](http://www.ljmu.ac.uk/gdap/)

The primary contact for the overall research project is:

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Helen Walker t: +44 (0)151 231 5308

For more information on the Community and Voluntary organisation strand of the project contact:

Natasha Butler t: +44 (0)151 231 5308

Email all the above on: [gdap@livjm.ac.uk](mailto:gdap@livjm.ac.uk)

## news update

As Agender went to press the Employment Equality (Age) Regulations 2006 were approved by Parliament and will come into force on October 1st 2006. Further information on these regulations is available at the DTI site at <http://www.dti.gov.uk/er/equality/age.htm>. Acas is preparing good practice guidance which will be published by May 06. As the DTI site makes clear:

# agender

gender discrimination  
and ageist perceptions newsletter

issue 2  
2006



## in this issue...

We have more detailed information about the free GDAP conference which is taking place on 3rd July and for which advance booking is required. There is also the opportunity to participate in deciding the methods for disseminating the results of the research. We also have important news about a successful bid for a training initiative based on the GDAP research. Finally, Dr Mark Meadows reflects on the recent "Shaping a Fairer Future" report from the Women and Work Commission.



EUROPEAN UNION  
European Social Fund



The Lace Centre venue for the GDAP Conference

## attention all community and voluntary groups!

Hard on the heels of our conference, and the publication of our report in July of this year, the GDAP team is aiming to further disseminate the research results to voluntary and community groups nationwide. We will be offering a variety of information through different media, including local presentations and electronic sources.

Please contact the project administrator  
**Ruth Hindley**  
on 0151 231 5301  
or email  
[gdap@livjm.ac.uk](mailto:gdap@livjm.ac.uk)

Would your group be interested in finding out more about gender discrimination, ageism and best practice? If the answer is yes, we will need to know your preferred method for receiving this information. We will, within resource limitations, do our very best to accommodate all groups nationwide.

Would you like us to visit your town and present the results to a meeting of community groups in your area, or would you prefer to receive the information electronically or by post? Alternatively, you could tell us if there are any other ways that you would like this information - all suggestions welcome! Just let us know what would suit you best. Please contact the project administrator Ruth Hindley on 0151 231 5301 or email [gdap@livjm.ac.uk](mailto:gdap@livjm.ac.uk) with any ideas or for more information. Finally, if you, or your group, would be interested in a new free training initiative which will incorporate the findings of the research, you'll find the details on page four.



The recent publication “Shaping a Fairer Future”, from the Women and Work Commission, has reported that despite 30 years having passed since the introduction of the Equal Pay Act, women are still likely to earn less than men. The report does acknowledge that some important strides forward have been made: for example more women are now working and more women occupy senior roles. However, the report found that women who work full time earn on average 13% less than their male counterparts, with this figure rising to 41% when women's part time hourly pay is compared with that of men's full time hourly pay. These pay gaps are acknowledged as being amongst the worst in Europe.

# shaping a fairer future



The causes of this, the report suggests, are in many ways what one might have reasonably expected. For example, despite the fact that girls are regularly out-performing boys at school, career advice and guidance has tended to corral girls into choices that have reflected their gender, and not necessarily their talents or aspirations, and such employment in “women's” jobs has been, according to the report, repeatedly undervalued. Interruptions to employment, lack of qualifications and skills, caring responsibilities and, of course, discriminatory practice in the workplace are also highlighted as being contributory and interrelated factors shaping the experiences of many women.

Whilst the report obviously considers the effect of these dynamics upon individuals, it also estimates that the removal of such barriers could be worth up to £23 billion to the national economy if more women are able to maximise their own economic potential.

The report makes a series of recommendations including, for example, better career advice and guidance for girls (evidence given to the report described this as 'poor'), a flexible childcare strategy, greater use of locally based schemes to match jobs and skills and the promotion of quality part-time work.

The report also recommends that £20 million of funding be allocated to pilot schemes aimed at helping women improve their skills. Overall the report concludes that a cultural change is needed in both the workplace and in schools to encourage women into a wider range of career opportunities.

Critics of the report however have argued that it doesn't go far enough. For example, the union, Amicus, claims the report has “missed the point”, whilst the Fawcett Society suggests the report has “short-changed a generation of women”. Both have called for compulsory pay audits in the public and private sectors, something the Commission stopped short of.

In response to the report, Tony Blair has tasked Minister for Women, Tessa Jowell, with devising an action plan to address the report's recommendations. The Commission will reconvene in 12 months to assess any progress that may have been made.

# GDAP conference

We are very pleased to be able to provide further details of our free conference to mark the launch of our report. The full title of the conference is: **Too Old To...? The experiences and perceptions of the 50+ - an exploration of gender differences and organisational beliefs.**



**Rosie Boycott will be opening the GDAP conference**

The conference aims to be a forum which will bring about debate, increase knowledge, and provide a platform for networking on the issues of gender and age disadvantage. It will explore issues surrounding the experiences, perceptions and attitudes of various organisations to their older workers, volunteers or students. In addition the conference will highlight how past life experiences and current perceptions can influence how opportunities may be viewed. This conference will provide perspectives from employers and campaigners from within the private, public and voluntary sectors.

It will take place on 3rd July at the LACE conference centre, Liverpool, and will be opened by the journalist and broadcaster Rosie Boycott. The conference will run from 9:30am until 3:30pm with refreshments and lunch being provided. Whilst the conference is free, advance booking is essential.

There will be the opportunity to hear experts, practitioners and the research team explore the three strands of the project, with the focus on Education, the

Voluntary sector and Employment. There will also be time to ask questions of those contributing. A copy of the GDAP report will be distributed to all those attending.

We envisage that this conference will feed into the equality and diversity agenda and will be interesting and informative for a variety of organisations, especially for:

- those involved in recruitment and training
- employers
- volunteers
- educators
- community groups working with older people in local initiatives designed to facilitate re-entry into the workforce or education
- social scientists working in this field of study.

LACE is an award winning conference centre situated in the attractive setting of Sefton Park and is well served by public transport, including buses accessible for those with mobility problems; it is also easily reached by car and has its own private car parking. More information on the conference centre and full travel details are available from the LACE website: <http://www.conferenceatlace.co.uk/index.shtml>.

## Booking Instructions

**There is no charge for attending this conference but advance booking is essential. To book your place, simply email us on: [gdap@livjm.ac.uk](mailto:gdap@livjm.ac.uk), or telephone us on 0151 231 5301. Your booking will have been accepted once you receive confirmation that you have been entered as a delegate.**

## programme of events

The current programme, which may be subject to minor alteration, is as follows:

### 9:00 - 9:30 Registration

Refreshments served

### 9:30 Welcome

Prof Michael Brown, Vice Chancellor LJMU

### 9:35 Introduction

Dr Diane Grant

### 9:40 Opening Address

Rosie Boycott

### 10:00 SESSION 1

Chaired by Rosie Boycott

#### Education

- Practitioner: Naseem Anwar
- Case Studies: Sylvia French and Audrey Gibson
- Research: Dr Mark Meadows
- Questions to Panel

### 11:00 Refreshment Break

### 11:30 SESSION 2

Chaired by Terry Owen

Voluntary Sector

- Jane Barmer, Age Concern
- Practitioner: Terry Owen, Aintree Volunteers
- Research: Natasha Butler
- Questions to Panel

### 12:45 Lunch

(Opportunity to view a variety of stands)

### 1:45 SESSION 3

Chaired by Eileen Devaney

#### Employment

- Keith Frost, Third Age Network
- Practitioner: Eileen Devaney, UK Coalition Against Poverty
- Employer: Amanda Cox - ASDA
- Research: Helen Walker
- Questions to Panel

### 3:00 Policy Recommendations

Dr Diane Grant

#### Acknowledgements

Professor Diana Burton School of Education, Community and Leisure LJMU

### 3:30 Close

Refreshments served