

PFG PRIORITIES:

EMPLOYMENT INEQUALITIES

➤ Recommendations

We recommend actions to:

- support women's economic participation, including through access to appropriate, accessible and affordable childcare;
- address the exploitation and forced labour of migrant workers and the concentration of some minority ethnic workers in low paid employment;
- support people with disabilities to access and remain in the workplace;
- ensure training and programmes to enable people to get into or stay in work that are accessible and inclusive for all.

➤ Employment inequalities

The Commission has highlighted the need to address inequalities in employment experienced by Section 75 groups.

The removal of barriers to work, including those experienced by women, people with disabilities, older people and minority ethnic workers, will contribute to realising Northern Ireland's full economic potential with improved employment opportunities for all.

A specific focus for the Commission is economic independence, specifically mindful of the needs of women. We have highlighted that the availability of appropriate, accessible and affordable childcare provision is a fundamental part of mothers entering, remaining and progressing in work.

We have also raised the need to promote flexible working practices and to encourage men to share responsibility for childcare; as well as to address the concentration of women in part time, low paid work and to mitigate the impact of rebalancing the economy.

Read more: www.equalityni.org/Employment





PFG PRIORITIES:

We recommend action to reduce discrimination in employment, including due to pregnancy and maternity and disability. There is clear evidence of the economic exclusion of people with disabilities. People with disabilities face barriers to employment and require support in terms of accessing and remaining in the workplace.

Further, we recommend support for initiatives aimed at tackling the exploitation of migrant workers; reducing ethnic minority disadvantage in employment; raising awareness of the rights of migrant workers; and maximising migrant workers access to the labour market.

The majority of disability discrimination enquiries to the Commission relate to employment (71%) and almost 20% of sex discrimination enquiries relate to pregnancy and maternity.

**ECNI Discrimination Enquiries Statistics
2015-2016¹**

“The issue of childcare needs to become a higher priority for policymakers, and the indispensable role of childcare in getting parents into employment needs greater acknowledgement.”

Research: Childcare: Maximising the economic participation of women, 2013²

- 1 *Equality Commission Discrimination Enquiries Statistics 2015-2016*. Statistics relate to discrimination enquiries received by the Equality Commission between 1 April 2015 - 31 March 2016.
- 2 McQuaid R, Graham H, Shapira M (2013) *Childcare: Maximising the economic participation of women*, commissioned by Equality Commission.

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