

WHAT IS MISOGYNY?

Misogyny is the general term for the discrimination and exploitation of women. There are many forms of misogyny, such as pregnancy discrimination and sex discrimination.



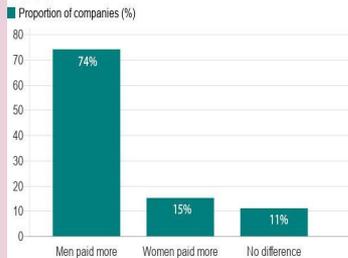
LEGISLATION/ RESEARCH SURVEYS

- Article 14 ECHR
- Employment Rights Act 1996
- Equality Act 2010 s.18
- Equality and Human Rights Commission
- Equal Pay Act 1970

OTHER FACTORS

- Workplace Bullying
- Queen Bee Syndrome
- Sexual Harassment

Almost three quarters of UK companies pay men more than they pay women



Source: Government Equalities Office data for the 1,047 companies with more than 250 employees that have reported so far.

CASE LAW

- Dekker v Stichting Vormingscentrum voor Jonge Volwassenen (1990)
- Karavdra v BJ Cheese Packaging Ltd

PREGNANCY DISCRIMINATION

Pregnancy discrimination as a whole is classified a direct sex discrimination. In some cases, employers use pregnancy as a reason for unemployment. This classified as unfair dismissal under s.94(1) of the Employment Rights Act (1996), whereby the employee is entitled to claim unfair dismissal on the grounds that she was dismissed on the basis of her pregnancy.



An evaluation as to whether the gender pay gap and discrimination against pregnant women contribute to sex discrimination in the workplace

Lewis Todd, Carla Towers, Lili Briers, Judi Mansour

ARE MEN MORE DISADVANTAGED THAN WOMEN IN THE WORKPLACE?

- in our current working society, it is possible that women are being focused on too much, with the movement of feminism, and men could be at a disadvantage too.
- the pay gap is going down from **17.4% to 15.5%**, showing an increase in equal pay.
- the pay gap may be considered to have misogynistic qualities, however, this is only because it is based on people aged **over 40**, the older generation!



The gender pay gap has significant influence on a woman's ability to progress in her career and has less opportunities compared to that of a man.

The Government believes there is nothing that can be done about the low representation of women in positions of power. This pay gap accumulates over a woman's lifetime, affecting pensions and economic security in old age. The fact that mothers are entitled to **52 weeks** of maternity leave means pay falls behind and never catches up.

GENDER PAY GAP

STATISTICS

- The EOC found that more than **7 in 10** pregnant women, treated unfairly at work, are failing to take action and are suffering in silence.
- More than **30,000** women each year lose their jobs because of pregnancy.
- The EOC estimates that pregnancy discrimination costs employers around **£126 million a year**, after replacing lost staff and training.
- Difference in hourly earnings, is **17.9%**
- Occupational Segregation: **19%**
- **35%** of the GPG cannot be explained
- **80%** of women spend at least one hour per day on caregiving activities compared to only **25%** of men.
- **44%** of women tend to have fewer years of full-time work experience than men