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

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

GENDER PAY GAP
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.

- Lewis Todd, Carla Towers, Lili Briers, Judi Mansour

OTHER FACTORS
- Workplace Bullying
- Queen Bee Syndrome
- Sexual Harassment

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 EOC estimates that pregnancy discrimination costs employers around £126 million a year, after replacing lost staff and training.
- Difference in hourly earnings is 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 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.
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CASE LAW
- Dekker v Stichting Vormingscentrum voor Jonge Volkwassen (1990)
- Karavadra v BJ Cheese Packaging Ltd

PREGNANCY DISCRIMINATION
Pregnancy discrimination as a whole is classified as a direct sex discrimination. In some cases, employers use pregnancy as a reason for unemployment. This is 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.

STATISTICS
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