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PREM 19/1934

Confidential Filing

Women into Science and
Engineering Year - "WISE '84"

SCIENCE and TECHNOLOGY

Prime Ministers meeting with Lady Platt

December 1983

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12.12.83							
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5.11.84							
16.6.86							
7.7.86							

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CLOSED.

Attached folder contains Engineering Council
publications: Career Breaks for women.
Chartered & Technician Engineers.

engineering profession will therefore require a significant intake of young people to match its future requirements. Despite a shrinkage in the engineering manufacturing industry the numbers of scientists and technologists have actually increased in real terms since 1979. The indications are that parts of the industry are slimming down and adopting more modern techniques including new technology. This points to the need for change in the traditional picture of engineering as seen by young people and their advisers. The introduction of new technology means that the industry needs versatile young people of the right calibre at all levels.

What can be done about it?

Unless positive steps are taken by all parties – educators, trainers and employers – we shall continue to perpetuate an irrational situation whereby girls and women with the potential to work in professional engineering jobs are discouraged from doing so, whilst engineering employers may be short of qualified technicians and of graduate engineers especially in the electronic and electrical fields.

WISE '84 invites all interested parties to join in this important campaign, to discuss the issues and to put forward proposals for positive action. In this way WISE hopes to stimulate the development of projects in all sectors of education and industry to encourage girls and women to pursue careers in engineering, science and technology.

Already the realisation that girls are missing out when it comes to employment opportunities has led to work with girls and science in schools, and in further and higher education. Some of the schemes which have been identified involve:

In schools

Preparation of teaching materials, posters, etc, on girls and science Re-assessment of teaching methods and curriculum content School-engineering industry link schemes Careers events and women speakers on opportunities in science and engineering, exhibitions and competitions.

In Further and Higher Education

Residential taster courses for sixth form girls Courses for women only in non-traditional subjects such as engineering, electronics, computing Courses for women seeking to return to or re-train in science and technology.

In Industry

Development of links with schools to promote careers in engineering Preparation of recruitment material which is particularly attractive to women and which addresses them directly Positive action to develop the careers of women employees.



Photo courtesy of The Engineering Careers Information Service.

It is essential that involvement and support for the aims of WISE '84 are translated into practical action to encourage girls and women into science and engineering. If you would like to join in the campaign but are unsure of the type of project which your school/organisation could develop the EOC can provide ideas and a contact list of individuals and groups who will help with WISE events.

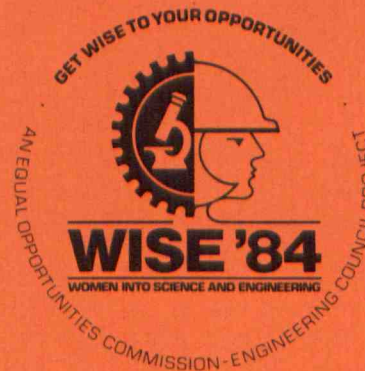
The EOC's main contribution to WISE will be two major advertising campaigns. The first on Information Technology takes place early in 1984 and involves the distribution of role-model leaflets, guidelines for teachers, and posters. The second campaign on Engineering is planned for September, and it's hoped that material prepared by various organisations for WISE will be included in the information packs, which will be sent directly to primary and secondary schools and will be available to others on request.

The EOC and the Council will also be involved in a number of employers' conferences and various careers events related to the WISE theme.

A full programme of WISE '84 events will be available in January and updated at regular intervals.

What of the future?

The need to encourage girls and women into science and engineering will not end when WISE '84 draws to a close. It is essential that the work developed during the year by schools, colleges and employers is continued and extended if WISE is to be successful and if the aims of WISE '84 are ultimately to be achieved.



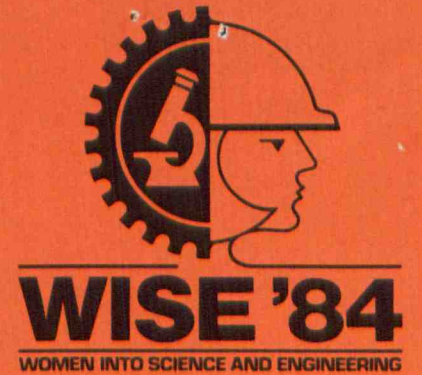
Equal Opportunities Commission
Overseas House, Quay Street, Manchester M3 3HN.
Tel: 061-833 9244

Regional Office for Scotland
249 West George Street, Glasgow G2 4QE.

Regional Office for Wales
Caerwys House, Windsor Lane, Cardiff CF1 1LB.

The Engineering Council
Canberra House, 10-16 Maltravers Street, London WC2R 3ER.
Tel: 01-240 7891

EOC 214/7.5K/01/84



What is WISE Year all about?





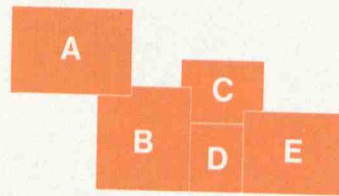
A Fiona Bickmore, Electronic Engineer.
Photo courtesy of the Plessey Company.

B Using a milling machine during workshop training.
Photo courtesy of WES, Loughborough University of Technology.

C Course members working in the engineering drawing classroom.
Photo courtesy of Norwich City College of Further and Higher Education.

D Caroline Ritson, Engineer.
Photo courtesy of Scotsman Publications.

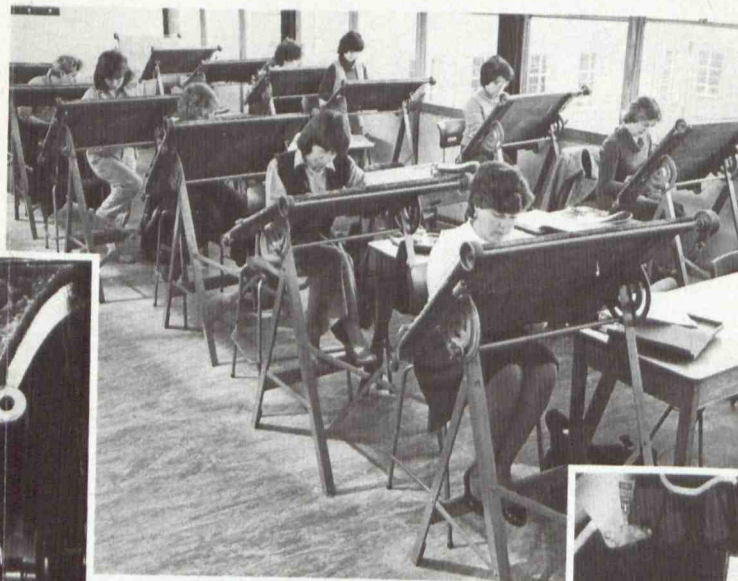
E Lt. Sharon Dearle, Army Aircraft Engineer.
Photo courtesy of J. Walsh, Andover, Hants.



What is the problem?

The failure of girls to take up opportunities for employment in engineering and science-related professions is a cause of great concern. Figures for the engineering industry show that in 1980 women formed only 21.5% of the total engineering workforce and 94% of all women working in engineering were employed as operators, as clerical staff and in unskilled grades. Only 2.5% of the scientists and technologists in the engineering profession are women and only a very small number of women are employed as technicians.

This marked under-representation of girls and women in engineering and science-related professions often stems



from the outdated notion that such work should be carried out by men – a belief inappropriate in today's social and economic situation. Nevertheless, it has influenced actual practices associated with science and engineering and is still reflected in the advice offered to girls and women by their careers advisers, teachers and industry in general.

At school, a differential curriculum where science is generally regarded as a boys' subject often leads girls to make narrow option choices without considering how these relate to actual job opportunities available to them later on. Of the total number of pupils taking physics at 'O' level in 1981, girls formed only 25.5%, and this figure dropped to 19.5% for 'A' level entries!

Trainers and employers therefore assume that in the engineering context they will be dealing with boys, an attitude which may lead to male-orientated course information and content, which can have the effect of discouraging even those girls who are qualified from using their qualifications in the engineering field.

In fact, by rejecting what science and technology has to offer girls are effectively closing the door on a whole range of careers. This is particularly true at the present time when the introduction of new technology into many sectors of industry is increasing the demand for a technologically skilled workforce.

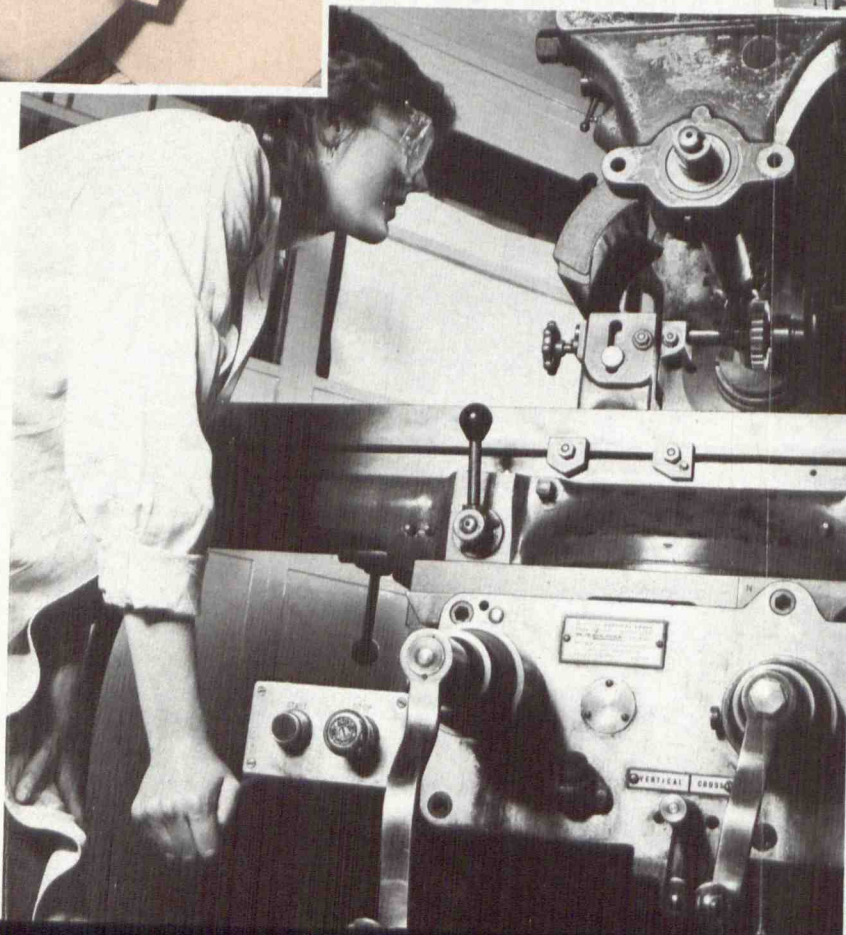
Compared with the figures for 1980, an expansion of 14.3% in jobs for engineers and scientists and 12.5% in those for technicians and draughtsmen is predicted by 1990. The

From all the information available it is clear that in the present economic climate, the sciences, engineering and technology offer better prospects for employment than many areas which have previously attracted girls and women. If they are to have true equality of opportunity, it is essential to make them aware of this fact and to encourage them into these areas of work.

Women can no longer afford to ignore the opportunities which the engineering and science-related professions open up for them and, at the same time, the engineering industry can no longer afford to neglect the talent and ability which women have to offer.

By launching WISE '84 the Equal Opportunities Commission (EOC) and the Engineering Council aim to draw attention to career opportunities for girls and women in the engineering industry and in those professions requiring science qualifications, and to alert education and industry to the need to create an environment which is attractive to and supportive of girls and women.

The aims of the EOC and the Council are complementary: the EOC seeks to promote equality of opportunity and the Council is seeking to promote the opportunities offered by engineering. Both organisations, from slightly different standpoints, are concerned about the waste of women's potential in an area of national importance.



CF- Do you want
to see any of this?
Lo 7.7.



File VC

10 DOWNING STREET

THE PRIME MINISTER

7 July 1986

Dear Lady Platt.

Many thanks for your letter of 26 June. I am glad you enjoyed our discussion as much as I did. It was kind of you to let me have, as you promised, a list of names of women who might be suitable for public appointments and I shall certainly see that the lists are considered through the appropriate channels.

Yours sincerely
Margaret Thatcher

The Baroness Platt of Writtle, CBE.

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APPOINTMENTS IN CONFIDENCE Rite VC



10 DOWNING STREET
LONDON SW1A 2AA

From the Private Secretary

1 July 1986

When the Prime Minister saw Lady Platt, Chairman of the Equal Opportunities Commission, recently, Lady Platt said she would provide a list of names of suitable women who might be considered for public appointments. She has now done so, and I enclose a copy of her letter and the attached lists which I should be grateful if you would make available through the appropriate channels.

I am also sending a copy of this letter to William Fittall in the Home Office.

(MARK ADDISON)

Michael Stark, Esq.,
Cabinet Office.

APPOINTMENTS IN CONFIDENCE

R30/b

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN



**Equal
Opportunities
Commission**

Telephone 061-833 9244

From The Baroness Platt of Writtle,
C.B.E., D.L., M.A., C.Eng., Hon.D.Sc.,
F.R.Ae.S., Hon.F.I.Mech.E.

Chairman.

BP/MB

26 June 1986

The Rt Hon Margaret Thatcher MP
Prime Minister
10 Downing Street
LONDON
SW1

Dear Prime Minister

Thank you for so kindly seeing me. I very much enjoyed our discussion, and hope it was of value to you.

I am encouraged that you would like more names of women suitable for appointment in public life, and I know the Women's Organisations are very much heartened by your interest, as they too want to see more capable women involved in national decision making bodies.

Naturally the names I put forward are not people I know very well and I do not necessarily know their political allegiance. They are women who have achieved prominence in public life for various reasons often via election by other women. The fact that they are trusted in fields of voluntary work is a matter of importance. If they were not sensible and efficient their fellow members would not elevate them to national office. I am sure you have other means of checking their suitability for the particular vacancies you may wish to fill.

I append several lists.

- 1] The list I sent you two years ago [for reference]
- 2] This list updated where there has been change, and with added names
- 3] A list of names put forward by Mrs June O'Dell newly appointed Deputy Chairman of the Equal Opportunities Commission whose opinion I trust, and who has worked with these women during her time as UK President of the Business & Professional Women's Clubs.
- 4] A list of women recently awarded merit certificates by the British Federation of University Women for their outstanding contribution in public life, put forward by their fellow members in the Regions. I do not know them but was impressed by their record.

...../

The Rt Hon Margaret Thatcher MP

I know you like women's names with strong commercial and administrative experience and I feel I have not produced enough of those sort of people. I was present at a meeting convened by the Institute of Directors, when they received an excellent response from women who run their own businesses. They have since been recruiting women members, and may, therefore, now be an excellent source of names of women with management and financial expertise. Also the British Institute of Management and Women in Management both recruit similar members.

Even in a full life my capacity for putting forward suitable names is limited. When we published our EOC report on "Women in Public Life", at the same time as writing to Government Ministers to encourage their appointment, I wrote to women's organisations strongly urging them to put forward suitable women's names. I am glad to say that that development has gathered momentum and the Women's National Commission and others are taking positive steps to put forward names. I know the Public Appointments Unit is also actively seeking women's names and receiving them. Professionally qualified and expert women are gradually moving up the promotion ladders, but it is bound to be a slow process! I hope all these sources will enable you to find the sort of names you want.

I mentioned the Engineering Council's Career Break Working Party report which I believe would form a useful model for other fields where professional women are employed in large numbers, such as the Health Service, the Education Service, or in law and accountancy, and have enclosed a copy. We cannot afford to lose the substantial public and private investment made in the education and training of those valuable women. With adjustment on both sides leading employers have been able to make arrangements which are both commercially viable and convenient to employers and employees, and thus retained the services of a vital part of their workforce.

May I thank you most sincerely for your help and encouragement.

Yours sincerely

Platt Writtle

Baroness Platt of Writtle

PRIME MINISTER LIST 1

Mrs Valerie Boakes	Group Commodity Adviser Napier & Brown Limited
Mrs Jean Denton	Managing Director Herondrive
Mrs Julia Cleverdon	The Industrial Society
Mrs June O'Dell	National President Business & Professional Women's Clubs Estate Agent
Mrs Nancy Catchpole	Co-Chairman, Women's National Commission
Miss Audrey Head (home)	Chairman Unit Trusts Association "West Chantry", 4 Clifford Manor Road, GUILDFORD, Surrey, GU4 8AG
Mrs Judith Walpole (recently re-married)	Vice-Chairman Association of County Councils Education Committee Chartered Accountant
Dr Barbara Marsh	Chairman Shropshire Education Committee Chemist
Mrs Stephanie Shirley	Managing Director F International Ltd.
Mrs Penny Hutley	Financial Director F International Ltd.
Miss Diana Rookledge	Personnel Officer Marks & Spencer plc
Miss Eileen Cole	Head of Market Research Unilever
Mrs Emily Blatch	Leader Cambridgeshire County Council
Mrs Barbara Calvert QC	Head of her own Chambers (home) 158 Ashley Gardens, London SW1P 1HW

Miss Detta O'Cathain, OBE, BA Milk Marketing Board


Mrs Anne Harris Chairman
National Federation of Women's Institutes

Mrs Janet Ramsden Chairman
National Union of Townswomen's Guilds

Dr Jean Scott President
Medical Women's Federation

Mrs Jean Viall President
National Council of Women of Great Britain

.....

Mrs Valerie Boakes	Group Commodity Adviser Napier & Brown Ltd Chairman Women in Management
Mrs Jean Denton	Marketing Director, Austin Rover (Just been appointed to Engineering Council and another public body so may not have time)
Mrs Nancy Catchpole	Former Co-Chairman Women's National Commission and now working for them part-time. Actively wants to do more (Vice Chairman Women's Committee Industry Year)
Mrs Joanne Foster	Head, Pepperell Unit Industrial Society
Miss Elizabeth Willis	Deputy, Pepperell Unit Industrial Society
Caroline Doig	Last Year's President Women's Medical Federation Consultant
Dr Beulah Bewley	President Women's Medical Federation 
Mrs Mary Mayne	Chairman, National Council for Women
Mrs Sara Morrison	Director GEC
Sandra Chalmers	Womens Hour
Dr Margaret Sprackling	President Nottingham Medical Chirurgical Society (Mixed) Geriatric Consultant
Mrs Lynda Maynard	President Womens Engineering Society Chartered Engineer North West Gas
Miss Gina Dodds	NEI Parsons Newcastle Senior Transmission Engineer
Dr Ann Robinson	Lecturer Cardiff University Former MEP Candidate Former Commissioner EOC

Mrs Joanna Kennedy	Senior Engineer Ove Aarup Former member Engineering Council
Professor Daphne Jackson	Professor of Physics Surrey University
Sheila Innes	Controller Education Broadcasting BBC
Mrs Eleanor Wallis	Logica Systems Analyst
Miss Patricia Hodgson	Secretary BBC
Mrs Heather Brigstocke	High Mistress St Pauls Girls School
Dr Elizabeth Sadler	Senior Engineer Ove Aarup Member of Finniston Committee
Mrs Sheila Needham	Managing Director Needham Printers
Mrs Vivienne Rubenstein	President, British Federation University Women
Mrs Kate Wedd	President Bristol Branch BFUW Former Headmistress King John Comprehensive School (Benfleet Essex)
Mrs Joan Martin	Essex County Councillor Former Chairman Social Services Committee Chairman District Health Authority
Dr Barbara Marsh	Former Vice Chairman Shropshire County Council Chemist
Professor Valery Bowell	Science & Engineering Research Council Head of Nuclear Desk
Mrs Rosemary Brown	Commissioner EOC Founder and Managing Director Enterprise Dynamics
Mrs Pauline Matthias	Former President Girls School Association

PRIME MINISTER LIST 3

Mrs Judith Viall	Former President NCW
Mrs Sylvia Perry	Project Controller Post Office Building Schemes. Head of Group Building & Estates SW Postal Region
Mrs Wendy Hogg	Vice President International Business & Professional Women's Clubs UK Federation of Business & Professional President
Mrs Pat Lunn	Mayor of Bakewell Past Vice President UK Federation of Business & Professional Women's Clubs
Mrs Margaret Williams	Chairman Constitutional Resolutions Committee UK Federation of Business & Professional Womens Clubs
Mrs Vivienne Flower	Director "Kate's Kitchen"
Mrs Irene Tunstall-Dunne	Past Mayor of Watford Director of firm exporting heavy transport equipment.

4
WOMEN IN LOCAL PUBLIC LIFE

LUNCHEON - 19TH JUNE 1986

Guest of Honour: Baroness Platt of Writtle
Chairman, Equal Opportunities Commission

Guests nominated by Local Associations:

Mrs Caroline Bullen - Potters Bar

8 years on Hertsmere District Council - Deputy Mayor
Founded two local societies for mentally handicapped
SW Herts. Health Authority, Vice Chairman CHC

Mrs Marjorie Carpenter - Sutton Coldfield

Woman's League of Health and Beauty
Chaired Sutton Coldfield Sports and Recreation Council
Citizens' Advice Bureau Organiser
Borough Councillor - Mayor

Dr Jean Clark MBE - Worcestershire

Chairman - Worcestershire Association for Disabled People
Former Community Health Council - Chairman
Worcestershire District Health Authority
Serves on many organisations for the disabled

Mrs Lilian Grewar

Scottish Chairman, Family Planning Association
Honorary Sheriff of Perthshire
Layside Health Board
Member of special committee of General Assembly of Church
of Scotland

Mrs Eva Harrison - Shropshire

Left school at 14 to become seamstress in local factory
Campaigned for nursery education provision
Shropshire County Councillor - County Education Committee
Chairman of Wrekin District Council

Mrs Joan Heath - Hampton and Richmond

Vice-President BFUW 1970-73. Chairman of Crosby Hall Governors
Represented BFUW on Women's National Commission
Richmond Council of Voluntary Service
Richmond-upon-Thames Councillor 1978-86

Professor Daphne Jackson - West Surrey

Professor of Physics, Dean of Faculty of Science - University
of Surrey
Immediate Past President, Women's Engineering Society
District Health Authority, Scientific and Research Committee
Regional Health Authority
Physics Committees of SERC and UGC

Mrs Sheila Lockhead - Swansea

Daughter of Ramsay MacDonald - acted as hostess at No. 10
Prison Council of Voluntary Service, Richmond Fellowship
Magistrate - Central Committee of Magistrates
Royal Commonwealth Society Committee

Mrs Hazel McCabe - Canterbury

Parish and Canterbury City Councillor - Mayqr
SE Region National Housing and Town Planning Council
Member of Council for Protection of Rural England

Mrs Joan Mackintosh CBE - Dundee

Lay Observer for Scotland
Chairman of Council, Insurance Ombudsman Bureau
CAB Organiser
Royal Commission on Legal Services in Scotland
Chairman Scottish Consumer Council

Miss Flora Murray OBE - Lincoln

Director, Rural Community Council for Lindsey
County Chairman, Age Concern
CAB President
Chairman of Council, Lincoln Civic Trust

Mrs Audrey O'Dell MBE - Hull

National Children's Home staff training
Founder director of Hull Samaritans; Chairman NE Region,
National Vice-Chairman
Chairman NE Region NCW
UNA Executive Committee. Marriage guidance counsellor

Mrs Janet Todd - Oxford

Oxford City Council, Oxfordshire County Council, former
Lord Mayor
Campaigner for retention of single-sex schools
Executive Secretary IFUW - 1972

SUBJECT CC MASTER



Pite ECL
CESS

10 DOWNING STREET

LONDON SW1A 2AA

16 June 1986

From the Private Secretary

Dear William

PRIME MINISTER'S MEETING WITH LADY PLATT
MONDAY 16 JUNE

The Prime Minister met Lady Platt, Chairman of the Equal Opportunities Commission, today for a general discussion about equal opportunities. A number of specific points were covered:

- (i) Lady Platt confirmed that there were now two WISE buses in operation. The EOC hoped to arrange for more buses for the future. They were proving highly effective. It was certainly important to continue to encourage girls to familiarise themselves with computers and new technology generally. Lady Platt believed one way of doing this was to tackle this initially in single sex classes (to avoid the boys crowding them out), and for the content of the programmes to be made as relevant as possible to girls.
- (ii) Lady Platt said she was glad that the proposals to remove the exemption allowing women's colleges at Oxford and Cambridge to admit only women tutors had been dropped. The Prime Minister said it would be nonsensical to consider removing that exemption at this stage. One of the problems was that men's colleges were not taking on enough women themselves.
- (iii) Lady Platt believed that the proposal to raise the threshold for part-time workers from 16 to 20 hours a week before they could qualify under the unfair dismissal legislation was a retrograde step. She would be taking it up with the Secretary of State for Employment. Many part-time workers were women, and it was vital that the Government was seen to give women as much encouragement as possible in the employment field. The Prime Minister said that the availability of part-time work was indeed vital for women and employers should be given every encouragement to make it available. It must not be priced or regulated out of the market.
- (iv) The Prime Minister said she remained very keen to

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ensure that women were properly represented on public bodies, and she continued to take a close interest in these appointments. Lady Platt agreed to provide the Prime Minister with a list of suitable women who might be considered for such appointments in the future. The Prime Minister noted that one of the difficulties was that, particularly in business, young women frequently do not wish to leave a company, which they may have built up single-handed, to take on the work involved in a public appointment.

- (v) On the Green Paper on personal taxation, the Prime Minister noted that it was important for the present inequitable arrangements to be changed. But a system of fully transferable allowances could discourage women from returning to work after having children. Lady Platt suggested one way out of this difficulty might be to provide for the allowances to become transferable only when the couple concerned reached 50. In the meantime, the money available could be used to increase child benefit, and paid directly to the mother. The Prime Minister said that it was very difficult to see how a dual system of that kind could work effectively, and noted that child benefit was an expensive and inefficient way of directing help to those in need.
- (vi) Lady Platt said she hoped it could be arranged that the new family credit would not go through the pay packet but would be paid to the individual parent concerned. The Prime Minister said she was aware of the concerns which had been expressed. But it had to be recognised that the proposal not to pay the credit through the pay packet threatened the *raison d'être* for the change in policy in the first place.

Lady Platt, at the end of the discussion, said that she was grateful to the Prime Minister for giving her the opportunity to talk these matters over. It had been a most useful meeting. She hoped the Government would continue to develop policies which would give maximum encouragement to women to pursue their own careers, and in particular to counter any impression that part-time work, in which women were so often involved, was second class. There were exciting initiatives underway, for instance the "Career Break" schemes of the Engineering Council. There was much more to be done, however, and the Prime Minister herself was in a strong position to give a lead.

The Prime Minister said she was grateful to Lady Platt for explaining her current concerns, and hoped that they could continue to meet together for similar discussions from time to time. The position of women, particularly working women, needed to be better understood in Government generally. More women should be encouraged to take up science and business careers. But there was a balance to be struck, and

it was not always an easy one. Too much regulation would stifle the very jobs which women were seeking. The Prime Minister confirmed she would continue to take a close interest in these matters, and she thanked Lady Platt for her enormously useful work as Chairman of the Commission.

The Prime Minister and Lady Platt also discussed briefly a number of political matters, which are being followed up separately by Stephen Sherbourne, who also attended the meeting.

I am copying this record to John Turner (Department of Employment), Tony Laurance (Department of Health and Social Security) and Rachel Lomax (H.M. Treasury).

Le

Mark Addison

MARK ADDISON

William Fittall, Esq.,
Home Office.

PRIME MINISTER

MEETING WITH LADY PLATT

You do not need to go through this voluminous briefing from the Home Office in detail. I have highlighted key points.

You will, in any case, probably wish to stick to more general themes at your meeting with Lady Platt. Matters of detail should be for her to pursue with the appropriate Departmental Minister. You might instead ask her to paint a general picture of how she sees opportunities for women opening up, where the problems are, the role the EOC has played and can play in the future, and how the Government can best help it do so.

Particular points you might wish to raise:

(i) How does Lady Platt think the WISE initiative can be best taken forward? How can industry help, particularly in this, Industry Year - Lady Platt is Chairman of the Industry Year Women's Working Group?

(ii) More generally, how can one get the right balance between deregulation - to encourage more jobs for both men and women - and rules to constrain employers - to ensure that women are given a fair chance. Does Lady Platt think we have got the balance about right now?

N.L.W

ml

(MARK ADDISON)

13 June 1986

From: THE PRIVATE SECRETARY



HOME OFFICE
QUEEN ANNE'S GATE
LONDON SW1H 9AT

13 June 1986

Dear Mark

MEETING WITH LADY PLATT

As requested in your letter of 17 April, I enclose a brief for the meeting which the Prime Minister is having with Lady Platt on 16 June.

I understand that Lady Platt wishes to discuss in particular WISE (Women into Science and Engineering) and women and public appointments. The briefing covers these and a number of other topics which may be raised. I am sorry that as a result it is somewhat voluminous.

The Department of Employment has contributed to the briefing.

*Yours ever
WR*

W R FITTALL

Mark Addison, Esq

LADY PLATT'S MEETING WITH THE PRIME MINISTER

BRIEFING

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8. Deregulation White Paper Proposals
9. Second Community Action Programme on Equal Opportunities for Women
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11. Unfair Dismissal Qualifying Periods - Implications for Pregnant Women
12. Eligibility for the Community Programme



1. LADY PLATT

Baroness Platt of Writtle became the Chairman (full-time since 1.1.84) of the Commission on 1 May 1983, succeeding Lady Lockwood. Lady Platt's appointment was for an initial period of three years but has now been extended for a further two years. Lady Platt took a degree in engineering at Cambridge during the war and was employed successively with Hawker Aircraft and BEA until 1949 when she married. In 1958, she entered local government as a Conservative County Councillor in Essex and subsequently became Chairman of the Council's Finance and General Purposes Committee and Vice Chairman of the Council.

2. THE EQUAL OPPORTUNITIES COMMISSION (EOC)

Points to make

The Government values highly the work of the EOC. The Commission's initiatives, such as in ^{the} WISE (Women into Science and Engineering) campaign, have done much to promote genuine equal opportunities, and the publication last year of its Code of Practice on Employment (Annex A) was particularly significant. The Government welcomes the sensible, practical guidance provided by the Code and will commend it to employers.

The Government recognises that what has been achieved has been done with more limited resources than had been envisaged when the Commission was established and welcomes the way in which the Commission is seeking to ensure that its resources are used as effectively as possible. The EOC is not the only body to be affected in this way and there is no foreseeable prospect of any significant increase in resources.

Background

- (i) The EOC was established under the Sex Discrimination Act 1975. The Act makes discrimination on the grounds of sex unlawful in employment, education and the provision of goods, facilities and services. It gives the Commission statutory duties to work towards the elimination of sex discrimination, to promote equality of opportunity between men and women generally, to keep under review the working of the Act and The Equal Pay Act 1970 and to submit proposals for their amendment when necessary.

The Commission has a wide discretion to assist individual complainants and power to conduct formal investigations to obtain information and to bring legal proceedings against those who persistently violate the law.

- (ii) The approved cash limit for the current financial year is £3.5 m of which £2 m is allocated to salaries and Commissioners' fees and the remaining £1.5 m to administrative expenses including legal costs and the Commission's own grant-aiding activities. This year's budget is intended to allow the Commission's activities to be maintained at broadly the level of the previous six years. However, Treasury "cash factor" revaluations have meant "real term" cuts. The Commission take the view that because of this and because they are involved in new work arising from the amendment to the Equal Pay Act allowing persons to claim equal pay for work of equal value, the level of resources is becoming increasingly inadequate.

- (iii) Home Office Review of the Commission

The Home Office recently completed a review of the Commission questioning the justification, role and functions of the Commission as well as considering whether value for money is being obtained. The review was forwarded to the Commission for comments in February. The Review accepted the continuing need for the Commission but called for changes in management style, as well as its structure, and also raised questions about the future relationship between the Commission and the Home Office. Lady Platt is meeting the Home Secretary on 17 June to discuss the review.

3. WOMEN AND PUBLIC APPOINTMENTS

Points to make

The Government is keen to extend the influence of women in advisory and policy making bodies. Ministers make every effort to ensure that a good field of candidates, regardless of sex, is considered for appointments on the basis of their qualities, ability or experience and availability for the appointment to be made.

The work done by the EOC to encourage voluntary organisations to nominate women willing to serve in public life is welcome. The Public Appointments Unit of the Cabinet Office is anxious to expand its Central List of people who are ready to be considered for appointments and is proposing to take further steps later this year to obtain more names.

The Womens National Commission are also considering ways in which women can be better represented and the Ministerial Group on Women's Issues has identified the subject as one which they should consider at their next meeting.

Background

Responsibility for public appointments rests with individual Ministers who, in general, are free to decide who should be appointed and the manner and methods of identifying and considering candidates.

The percentage of women holding public appointments is currently about 20%. This is a low figure even though movement each year is in an upward direction.

In 1981 the EOC took part in a Joint Working Party with the 3 main political parties and the Women's National Commission (WNC) to investigate the matter further. The Working Party concluded that the small number of female appointments indicated a bias against women and recommended certain reforms of the public appointments system together with positive action to redress the imbalance. Further research by the EOC in 1983 and published in 1984 assessed the procedures for receiving nominations and making appointments to public bodies and identified the main cause of under-representation as resulting from the reliance on particular male dominated channels for nominations and consultations relating to public appointments and recommended voluntary organisations to send Ministers and the Public Appointments Unit lists of women who are able and willing to serve on public bodies.

More recently the Women's National Commission has been considering what can be done to increase the number of women in public appointments and the matter will be taken further by the Ministerial Group on Women's Issues which has been set up by the Home Secretary under the Chairmanship of Mr Waddington.

4. FORWARD LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN (FLS)

Points to make

Many of the recommendations contained in the FLS are consistent with Government policies and have already been implemented or are in course of implementation. Departments are considering the implications, of the FLS and the Ministerial Group on Women's Issues, under the Chairmanship of Mr David Waddington, is keeping under review the Government's response.

Background

The FLS was the final document of the World Conference held by the United Nations in Nairobi in July 1985 to mark the end of the UN Decade for Women. Lady Platt was a member of the United Kingdom delegation to the Conference.

The FLS covers some 370 observations and recommendations for the achievement of equality by women over the period to the year 2000. Publication of the FLS last autumn led to pressure from individuals and womens groups to establish some form of machinery to co-ordinate the Government's response to the issues raised by the FLS. The Government has always taken the view that the effects of its policies on women are better taken account of by the Departments directly concerned with developing and implementing these policies but the Home Secretary has established a Ministerial Group, under the Chairmanship of Mr David Waddington, to keep under review the Government's response to the FLS. Mrs Peggy Fenner MP has agreed to be deputy Chairman of the group in her capacity as Co-Chairman of the Women's National Commission. The first meeting of the group was held on 22 May and it was agreed at the meeting that a document would be produced setting out fully the Government's response to the FLS which would then be made available to outside organisations.

The Prime Minister notified Lady Platt of the establishment of the Ministerial Group by letter on 20 February.

5. 'WISE' CAMPAIGNPoints to make

- The Government applauds the success of WISE year and the continuing efforts in this campaign, such as the recent launch of the new WISE bus.
- WISE has succeeded in provoking a great deal of interest, from both girls and their teachers, in careers in science and engineering. This is very welcome.

Background

During 1984 the EOC and the Engineering Council jointly sponsored the "Women into Science and Engineering" (WISE) initiative, which had full government backing including financial and promotional support. It included a large number of individual projects co-ordinated into an overall programme to encourage girls and women to consider career opportunities. The programme received outstanding support from educational institutions and industrial companies. A media boost was given to the Campaign with the launch of the WISE Bus by the Prime Minister, which visited a large number of schools.

On 12 May 1986 a new WISE Bus was launched, sponsored by British Gas.

6. WOMEN'S TRAININGPoints to make

- The Government attaches great importance to training which helps to expand women's occupational horizons. It is crucial that women should have the opportunity to play their full part in the nation's continued economic recovery; we cannot afford to ignore the talents of half our population.

- All the Manpower Services Commission (MSC) training schemes are open equally to men and women, in line with the Commission's equal opportunities policy. Women are encouraged to consider the full range of training opportunities available, including those in occupations which are not traditional to their sex. In addition the Commission recognises the need to help women to overcome the effect of past inequalities and has a small programme of special training in work where they are under-represented, and for women returning to the labour market after a break discharging domestic or family responsibilities.
- 2-year YTS will give all 16 year-old school-leavers the chance to work towards a vocational qualification, whereas girls obtained only a tiny share of traditional apprenticeships. Care is taken to ensure that girls and boys have equal opportunities available.
- In 1985 the UK obtained European Social Fund support for 92 women's training schemes (many involving new technology), followed by Italy with 13.

7. THE SEX DISCRIMINATION BILL

Points to make

i) Hours of Work Repeals

- The Government expects the repeal of outmoded restrictions on women's hours of work to enhance employers' flexibility to the ultimate benefit of enterprise and employment, at the same time removing a source of discrimination.
- We think few individual women will resist resulting changes in hours: on balance they stand to gain.
- To introduce complex transitional provisions would be a mistake risking all the potential gains by adding to burdens on employers.

ii) The Marshall Case

- The Government has now tabled two new clauses to the Sex Discrimination Bill to implement the Marshall judgment. These incorporate a number of improvements over the proposal set out in the consultative document.
- We have adopted the EOC suggestion for a parallel amendment to the Equal Pay Act on retirement.
- Equality in state and occupational pensions is generally accepted as a desirable objective, but for the longer term.

iii) Oxbridge Colleges

- At one stage there was a possibility of an amendment to the Sex Discrimination Bill to make discrimination in teaching appointments at Oxbridge colleges unlawful, as it is at other universities. This will now not happen in the Bill, although we have not necessarily ruled it out for good.

Background

The Sex Discrimination Bill, published on 7 February and introduced in the House of Lords, is now in Commons Committee stage. The Bill has three major purposes:

- i) It amends the Sex Discrimination Act 1975 to bring Britain into line with the EC Equal Treatment Directive following a judgment against the Government in the European Court of Justice in November 1983. The Bill will make void discriminatory provisions in collective agreements, narrow the Sex Discrimination Act's exemption for private households - but will maintain the principle of respect for private life - and remove the exemption for firms with five or fewer employees.
- ii) The Bill also removes outmoded restrictions on women's hours and nightworking in factories as recommended by the EOC's 1979 Report: "Health and Safety Legislation: Should we distinguish between men and women?" (as well as on men's nightworking in baking). No real health and safety protections for women could be identified.

The EOC Report also recommended transitional provisions to prevent women being pressured to work new hours conflicting with domestic responsibilities. Possibilities were incorporating statutory restrictions into contracts of employment, and ACAS or HSC issuing a Code of Practice to guide employers. The Lords accepted clauses providing for both against Government advice. Commons Committee will shortly consider Government amendments tabled on June 5 to remove them.

- iii) Following the European Court of Justice ruling in the Marshall case on 26 February 1986 (which stated that dismissal of a woman solely because she has reached state pensionable age, where a man of the same age and in comparable circumstances would not be dismissed, is sex discrimination contrary to the EC Equal Treatment Directive; and that employees of a 'state authority' can rely directly on European law where national provisions do not conform with the Directive in this respect), the Government has tabled new clauses to the Bill to outlaw discriminatory retirement ages.

These proposals do not affect the payment of pensions (payment of state pension at different ages for men and women is specifically allowed by European law). The EOC have argued that this opportunity should be taken to equalise state pensionable ages. The Government supports a flexible approach to retirement and proposed the idea of a 'decade of retirement', which would apply equally to men and women, in the recent Social Security White Paper. However, the costs would at present be prohibitive.

Cost about £3bn
if pensionable
ages equalised
at 60.

The proposed amendment to the statutes of single-sex Oxbridge Colleges (which at present permit them to employ teaching staff of one sex only) will not now go ahead in the Bill. The Oxbridge statutes were not singled out arbitrarily. They were one of three pre-1975 legal instruments, prevented from being unlawful by section 51 of the Sex Discrimination Act, which the Government had identified as being potentially contrary to the Equal Treatment Directive. The others concerned local authority licenses for public entertainment and some Northern Ireland regulations concerning primary schools. There are plans to remove discrimination in all these areas.

8. DEREGULATION WHITE PAPER PROPOSALSi) Written Reasons for DismissalPoints to make

- it is anomalous that the qualifying periods for the rights to complain of unfair dismissal and to ask for a written statement of reasons for dismissal are different.
- the increase in the qualifying period for the right to complain that they have not received a written statement of reasons for dismissal does not prevent an employee from asking for such a statement or the employer giving one; what it does is to remove the obligation on the employer to do so and thus simplify the law.

Background

The EOC have raised a point about para 7.5 of the White Paper which proposes to extend from 6 months to two years the qualifying period for employees to have the right to complain to an industrial tribunal that they have not received a written statement of the reasons for dismissal.

At present dismissed employees have the right after six months service to ask their employers to furnish such a statement within 14 days of the request. If no statement is forthcoming they can apply to an industrial tribunal. The proposal in the White Paper brings the right to ask for a written statement of reasons for dismissal into line with the qualifying period before an employee has a right to complain of unfair dismissal. The EOC's point is that unnecessary litigation could ensue on sex related issues if an employee thinks that he or she has been dismissed for a sex-related issue (for which there is no qualifying period for complaint under the Sex Discrimination Act) and has been given no explanation for the dismissal.

ii) Deposit for Applications to Industrial TribunalsPoints to make

- we will be consulting a wide range of interested bodies, including the EOC. All views will receive careful consideration.

- employers do complain about the cost and effort of defending ill-founded claims. If the EOC have alternative suggestions for deterring weak claims to industrial tribunals we would be pleased to consider them.

Background

One of the main complaints from employers about the employment protection legislation is the cost and management effort required to deal with ill-founded claims to industrial tribunals. This also results in additional public expenditure though it costs the applicant nothing to initiate such a claim.

Para 7.4 of the White Paper was a proposal to introduce a requirement that all applicants pay a fee, perhaps £25, when making an application to an industrial tribunal. Such a fee would be refundable if the applicant won the case or if the claim was withdrawn or settled before the date for a full hearing was fixed.

Because the Lord Chancellor, the Lord Advocate and the Law Officers had reservations about the proposal, it was included in the White Paper only as a suggestion which would be subject to fuller consultation. The Department of Employment will be inviting a wide range of organisations, including the EOC, to submit their views.

iii) Part-time Workers - qualification for employment rightsPoints to make

- it is not the intention to take away the rights of employees who already qualify for them.
- rights to protection against dismissal in relation to complaints on grounds of sex discrimination will also not be affected.

[IF PRESSED on the rights of existing employees who have not yet qualified for employment protection rights]:

- we have not yet finalised the details of legislation that will be needed to implement this proposal. We will carefully consider the position of existing employees who do not yet qualify for the rights when detailed proposals are drawn up. We will, of course, bear your comments in mind].
- there is no intention to discriminate against women; the proposal is designed purely to help business and increase employment opportunities: many women will therefore benefit.

Background

Para 7.10 of the White Paper is a proposal to raise certain thresholds from the current 8 and 16 hours work each week to 12 and 20 hours respectively. Those working below 12 hours a week (currently 8 hours) will not qualify for most employment rights, including the right to make a complaint of unfair dismissal. Employees working between 12 and 20 hours (currently between 8 and 16 hours) will generally qualify after 5 years service. Employees working more than 20 hours a week (currently more than 16) will qualify for most rights after two years' service. Rights to protection against dismissal in relation to complaints on the grounds of sex or race discrimination and trades union membership, which do not depend on hours of work or qualifying periods, will not be affected.

Current legislation deters some employers from creating new part-time jobs. At present there are around 230,000 employees working between 8 and 12 hours a week with 5 or more years qualifying service, and 130,000 employees working 16-20 hours with between 2 and 5 years service whose jobs ultimately would be entirely or partially freed from the constraints of employment protection legislation.

EOC are under the impression that $\frac{1}{2}$ million women would lose their rights under this proposal. In fact it has never been the intention to take away the rights of employees who already qualify for them.

The EOC may argue that the removal of rights from persons who work less than a number of hours could constitute indirect discrimination against women. It is known that the majority of part-time workers (approx. 90%) are women and it seems likely that the proportion of women who could satisfy the requirement of working 20 hours a week for two years, or of working 12 hours a week for five years, would be lower than the proportion for men. The law officers have advised that there is a risk of the proposal being regarded as indirectly discriminatory and therefore in breach of the EC Equal Treatment Directive.

iv) The Right to Return to Work after Maternity Absence

Points to make

- We are concerned with protecting the rights of women employees but research indicates that this proposal while freeing a substantial number of employers from the obligation would not, in practice, greatly effect the position of the women employees or indeed their employers.
- Employers can feel threatened by the problem of keeping a job open for 40 weeks and this may lead them to be reluctant to recruit younger women. (We estimate that over 30% of all employing units are small independent firms with fewer than 10 employees).

- Research has shown that very few women with the necessary qualifying service give notice of return and act on it. We estimate that 5% of women employees of child bearing age work in small firms of less than 10 employees and have the necessary qualifying service and would potentially be denied the "absolute right" of return. But in any one year of the 16,500 who might be expected to have babies only perhaps 15% of these would give notice and return to the same employer.
- The proportion of women who do return to work with the same employer is higher among very small firms than generally despite the fact that fewer will qualify for the right to return. Research indicates that the statutory right seems to have little bearing on whether the woman will return to her employer or not. Indeed small firms seem to make less use of the formal notice requirement possibly because there is a tendency towards greater informality of employer relations.
- Although women in small firms will be denied the "absolute" right of return they nevertheless still have a "conditional" right insofar as the employer should allow the employee to return if it is reasonably practicable for him to do so, but failure to permit her return will not be treated as dismissal.

Background

Since 1976 women who have two years continuous service with the same employer by the beginning of the eleventh week before their expected week of confinement have had the right to return to their old jobs within 29 weeks of the birth of the baby.

It was recognised that some employers, particularly small employers, might have had difficulty meeting this obligation and in turn have been reluctant to employ younger women. In 1980 some changes were introduced so that an employer could offer an alternative job if the original post was no longer available and employers with fewer than 6 employees were exempted from the obligation to reinstate if it was not reasonably practicable for them to do so.

The Government is proposing that the small firms exemption should be raised to employers with fewer than 10 employees.

9. SECOND COMMUNITY ACTION PROGRAMME ON EQUAL OPPORTUNITIES FOR WOMEN

Points to make

- The resolution which accompanied the Action Programme was agreed at the meeting of the Social Affairs Council on 5 June. The text commits the Council to support the broad outlines of the Programme and take appropriate action towards the objective of realising equal opportunities in economic, social and cultural life. The UK Government was very pleased to adopt this resolution.
- We are already in the UK implementing a number of the measures suggested in the Programme eg repealing outdated restrictions on women's night work. In addition, during our Presidency we intend to hold a conference for European practitioners in women's training. The Secretary of State for Employment will be writing to the EOC about this when plans are developed.

Background

The second Community Action Programme on Equal Opportunities for Women, for the period 1986-1990, is intended to follow on from the first Action Programme, which ran from 1982-1985, and has been prepared by the European Commission with the aim of intensifying action on equal opportunities for women and responding to economic and social changes and technological developments.

The new programme focuses on action to be taken by member states and by the Commission to improve the application of existing equal treatment legislation; develop training and education programmes to expand women's occupational choice, with special reference to new technology; revise protective legislation which is no longer needed; promote and sharing of family and occupational responsibilities; and modify out-dated attitudes towards women through information campaigns, contracts and exchanges.

The Resolution sets the terms of the Council of Ministers' Support for the Programme. Key features are

- (i) support for the broad outlines and objectives of the Programme proposed by the Commission;
- (ii) no commitment to outstanding directives (only to "efforts to seek solutions to the problems involved");
- (iii) no commitment to placing the burden of proof in sex discrimination cases on employers (only to "examination of all aspects of the problems relating to the establishment of proof");
- (iv) recognition that the objectives of the Programme "may and should be achieved without imposing any unreasonable burden on the economy and undertakings";
- (v) recognition of the role of employers and employees in promoting equality of opportunity at the workplace.

10. EC DRAFT DIRECTIVE ON PARENTAL LEAVE

Points to make

- The Government accepts that career break and leave arrangements can be of value to employees, and that there can be benefits to employers. Where this is so, these matters are best negotiated voluntarily between the parties concerned, according to their own priorities, needs and circumstances and what each can afford. The Government does not believe that legislation in this area would be appropriate. Imposing one arrangement on all undertakings - as the European Commission proposes - could be very costly to individual employers, thereby damaging employment prospects.
- The suggestion of a parental leave allowance is not a priority for public funds. This is not the right time to be giving extra rights to those in jobs at the expense of the unemployed.

- At the June 5 Council of Ministers Meeting the Commission shelved the draft directive but stated that they intend to issue a series of 'actions' on the issues covered by the proposal. We do not yet know what the Commission has in mind or how they intend to proceed.
- The Government welcomes the EOC study as a contribution to the debate. The Department of Employment are analysing it and will reply to the EOC shortly.

Background

The EC proposal seeks to create an entitlement to:

- i) at least 3 months parental leave consequential upon the birth or adoption of a child; and
- ii) a minimum number of days leave per annum for pressing family reasons.

Parental leave would be unpaid, though Member States would be free to pay a state allowance.

At the June 5 Social Affairs Council of Ministers Meeting the Commission shelved the draft directive due to its lack of progress but stated that a series of "actions" would be taken with regard to the issues covered by the proposal. We do not know what the Commission have in mind, nor how they intend to proceed.

At previous Council Meetings a number of Member States besides the UK had expressed reservations about the draft directive and at no stage has a vote been taken. At the December Council Meeting the Paymaster General suggested that the proposal be considered by the European Commission's new unit which will assess the impact of new regulations on small and medium size businesses, but nothing has subsequently happened on this front.

The EOC have recently published a study on parental leave which concludes that the cost of such a scheme would ^{not} be expensive relative to other social welfare costs associated with employment. It estimates that the total wages and salaries bill will increase by less than 0.01%; and the net cost to the Exchequer of unpaid leave will be between £3 and £6 m per year; that the

payment of a flat rate allowance would involve an annual net cost to the Exchequer of £29 to £42 m per year; and that between 6 and 9,000 would be taken off the unemployment register. The Department of Employment's initial reaction is that these figures are highly contentious.

11. UNFAIR DISMISSAL QUALIFYING PERIODS - IMPLICATIONS FOR PREGNANT WOMENPoints to make

- The Government certainly appreciates and shares the EOC's concern for the health and welfare of pregnant women. However, we do not believe that to reduce or remove the qualifying period for claims of unfair dismissal on the grounds of pregnancy would be either justified or helpful to potential women employees trying to find new jobs.

- We know of no evidence that the qualifying period has had an adverse effect on women's health and safety, and we believe that a shorter (or no) qualifying period might well have discouraged employers from taking on younger women and therefore have been counter-productive in terms of employment.

- Although a woman with less than two years continuous service cannot claim unfair dismissal, she does have the right, under the Sex Discrimination Act, to be treated no less favourably than a man would be in comparable circumstances; for example, a tribunal might find that there had been unlawful discrimination if an employer dismissed a woman because of actual or expected absences due to pregnancy where a man who, say, needed time off to have and recover from an operation would not have been dismissed.

Background

Prior to 1975 there were circumstances in which dismissal because of pregnancy could count as fair dismissal. A provision was introduced into the Employment Protection Act 1975 to make dismissal for reasons connected with pregnancy automatically unfair, but subject to the general qualifying period for unfair dismissal - then 6 months. Since then changes in the qualifying period for unfair dismissal have applied consequentially to dismissal on grounds of pregnancy.

Following the extension of the qualifying period for complaints of unfair dismissal to two years for all employees from 1 June 1985, Lady Platt wrote several times to successive Secretaries of State for Employment asking them to reconsider the policy on dismissal on grounds of pregnancy. She argued that the employment protection legislation should be amended to protect all women against such dismissals for two reasons:

- (i) the lack of protection encouraged women to conceal their pregnancies and thus undermined Government measures to improve take-up of ante-natal care;
- (ii) dismissal on grounds of pregnancy constituted sex discrimination.

On the first point Lady Platt was challenged to provide evidence. She was unable to do so but argued that the EOC do regularly receive complaints and enquiries concerning the employment problems of pregnant women. She stated that the EOC were also aware from the number of enquiries they and a number of Law Centres received, that some pregnant women were also experiencing difficulties in obtaining time off for ante-natal care.

Lady Platt based her second argument largely on two sex discrimination cases, supported by the EOC, which were the subject of a judgment last year by the Employment Appeal Tribunal (EAT). The EAT ruled that dismissal on grounds associated with pregnancy (eg absences or reduced performance resulting from sickness) could be unlawful sex discrimination if a sick man would have been treated more favourably by the employer. This means that a pregnant woman who has been employed for less than two years now has some degree of protection against dismissal though not so much protection as she would have if, as Lady Platt suggested, the employment protection legislation qualifying period were removed. There is no qualifying period for complaints under the Sex Discrimination Act.

The Secretary of State's reply of 22 October 1985 to Lady Platt is attached at Annex B.

12. ELIGIBILITY CRITERIA FOR THE COMMUNITY PROGRAMMEPoints to make

- The Government believes there is equal opportunity for women under the Community Programme. We consider that it is important to try to ensure that the help available goes to those in greatest need both of a job and of a wage - both men and women - as identified by the receipt of an appropriate benefit.
- As you know the Employment Appeal Tribunal upheld our appeal in the case of Mrs Chandler and the case has been remitted to a differently constituted Industrial Tribunal for re-hearing.
- I am sure you will agree it would not be right to pre-judge the outcome of that hearing.
- I am however encouraged by the facts that our appeal was allowed and that the original decision described our policy of directing help to the most needy as 'reasonable and proper'. That is what we shall continue to do.

Background

Last year a Mrs Chandler made a complaint to an industrial tribunal claiming that the community programme rule requiring applicants to be in receipt of an appropriate state benefit discriminates against married women. On 2 July 1985 the tribunal found against the Department on the grounds that such indirect discrimination was not justified.

The Department appealed against the decision to the Employment Appeals Tribunal (EAT) and the case was heard on 3-4 February 1986.

The EAT upheld our appeal on the grounds it did not find valid four of the five reasons on which the original decision of the Industrial Tribunal was based. The EAT have remitted the case back to a constituted Industrial Tribunal to reconsider in the light of this latest judgement.

In view of the number of other, similar cases which are outstanding the Department considered whether to appeal to the court of appeal against the case being remitted to the Tribunal. After taking Counsel's opinion and in view of the fact that we were successful before the Employment Appeal Tribunal on every point raised in our notice of appeal we decided not to appeal against the EAT judgment.

It is understood that the EOC will also not be appealing against the EAT decision.

CODE OF PRACTICE

For the elimination of
discrimination on the grounds
of sex and marriage
and the promotion of
equality of opportunity
in employment.



Equal Opportunities Commission

EQUAL OPPORTUNITIES COMMISSION

CODE OF PRACTICE

EQUAL OPPORTUNITY POLICIES,
PROCEDURES AND PRACTICES
IN EMPLOYMENT

This Code from pages 6 to 23 is issued pursuant to Section 56A(1) and (7) of the Sex Discrimination Act 1975 and comes into effect, by order of the Secretary of State, on 30 April 1985.

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CODE OF PRACTICE

The Equal Opportunities Commission (the EOC) was set up under the Sex Discrimination Act 1975 (as amended) and is empowered to issue Codes of Practice under section 56(A)(1) of that Act.

A failure on the part of any person to observe any provision of a code of practice shall not of itself render him [or her] liable to any proceedings; but in any proceedings under this Act before an industrial tribunal any code of practice issued under this section shall be admissible in evidence, and if any provision of such a code appears to the tribunal to be relevant to any question arising in the proceedings it shall be taken into account in determining that question.

[Sex Discrimination Act 1975 (as amended), section 56A(10)]

INTRODUCTION

1. The EOC issues this Code of Practice for the following purposes:
 - (a) for the elimination of discrimination in employment
 - (b) to give guidance as to what steps it is reasonably practicable for employers to take to ensure that their employees do not in the course of their employment act unlawfully contrary to the Sex Discrimination Act (SDA)
 - (c) for the promotion of equality of opportunity between men and women in employment.

The SDA prohibits discrimination against men, as well as against women. It also requires that married people should not be treated less favourably than single people of the same sex.

It should be noted that the provisions of the SDA - and therefore of this Code - apply to the UK-based subsidiaries of foreign companies.

2. The Code gives guidance to employers, trade unions and employment agencies on measures which can be taken to achieve equality. The chances of success of any organisation will clearly be improved if it seeks to develop the abilities of all employees, and the Code shows the close link which exists between equal opportunity and good employment practice. In some cases, an initial cost may be involved, but this should be more than compensated for by better relationships and better use of human resources.

SMALL BUSINESSES

3. The Code has to deal in general terms and it will be necessary for employers to adapt it in a way appropriate to the size and structure of their organisations. Small businesses, for example, will require much simpler procedures than organisations with complex structures and it may not always be reasonable for them to carry out all the Code's detailed recommendations. In adapting the Code's recommendations, small firms should, however, ensure that their practices comply with the Sex Discrimination Act.

EMPLOYERS' RESPONSIBILITY

4. **The primary responsibility at law rests with each employer to ensure that there is no unlawful discrimination.** It is important, however, that measures to eliminate discrimination or promote equality of opportunity should be understood and supported by all employees. Employers are therefore recommended to involve their employees in equal opportunity policies.

INDIVIDUAL EMPLOYEES' RESPONSIBILITY

5. While the main responsibility for eliminating discrimination and providing equal opportunity is that of the employer, individual employees at all levels have responsibilities too. They must not discriminate or knowingly aid their employer to do so.

TRADE UNION RESPONSIBILITY

6. The full commitment of trade unions is essential for the elimination of discrimination and for the successful operation of an equal opportunities policy. Much can be achieved by collective bargaining and throughout the Code it is assumed that all the normal procedures will be followed.
7. It is recommended that unions should co-operate in the introduction and implementation of equal opportunities policies where employers have decided to introduce them, and should urge that such policies be adopted where they have not yet been introduced.
8. Trade Unions have a responsibility to ensure that their representatives and members do not unlawfully discriminate on grounds of sex or marriage in the admission or treatment of members. The guidance in this Code also applies to trade unions in their role as employers.

EMPLOYMENT AGENCIES

9. Employment agencies have a responsibility as suppliers of job applicants to avoid unlawful discrimination on the grounds of sex or marriage in providing services to clients. The guidance in this Code also applies to employment agencies in their role as employers.

DEFINITIONS

10. For ease of reference, the main employment provisions of the Sex Discrimination Act, including definitions of direct and indirect sex and marriage discrimination, are provided in a Legal Annex to this Code. (See pages 17-23).

PART 1

THE ROLE OF GOOD EMPLOYMENT PRACTICES IN ELIMINATING SEX AND MARRIAGE DISCRIMINATION

11. This section of the Code describes those good employment practices which will help to eliminate unlawful discrimination. It recommends the establishment and use of consistent criteria for selection, training, promotion, redundancy and dismissal which are made known to all employees. Without this consistency, decisions can be subjective and leave the way open for unlawful discrimination to occur.

RECRUITMENT

12. It is unlawful: UNLESS THE JOB IS COVERED BY AN EXCEPTION:* TO DISCRIMINATE DIRECTLY OR INDIRECTLY ON THE GROUNDS OF SEX OR MARRIAGE
- IN THE ARRANGEMENTS MADE FOR DECIDING WHO SHOULD BE OFFERED A JOB
 - IN ANY TERMS OF EMPLOYMENT
 - BY REFUSING OR OMITTING TO OFFER A PERSON EMPLOYMENT
- [Section 6(1)(a); 6(1)(b); 6(1)(c)]†
13. It is therefore recommended that:
- (a) each individual should be assessed according to his or her personal capability to carry out a given job. It should not be assumed that men only or women only will be able to perform certain kinds of work;
 - (b) any qualifications or requirements applied to a job which effectively inhibit applications from one sex or from married people should be retained only if they are justifiable in terms of the job to be done;
[Section 6(1)(a), together with section 1(1)(b) or 3(1)(b)]
 - (c) any age limits should be retained only if they are necessary for the job. An unjustifiable age limit could constitute unlawful indirect discrimination, for example, against women who have taken time out of employment for child-rearing;
 - (d) where trade unions uphold such qualifications or requirements as union policy, they should amend that policy in the light of any potentially unlawful effect.

GENUINE OCCUPATIONAL QUALIFICATIONS (GOQs)

14. It is unlawful: EXCEPT FOR CERTAIN JOBS WHEN A PERSON'S SEX IS A GENUINE OCCUPATIONAL QUALIFICATION (GOQ) FOR THAT JOB to select candidates on the ground of sex.
[Section 7(2); 7(3) and 7(4)]

* There are a number of exceptions to the requirements of the SDA, that employers must not discriminate against their employees or against potential employees. The main exceptions are mentioned on pages 17/18 of the Legal Annex.

† For the full text of section 6 or other sections of the Sex Discrimination Act referred to in this Code, readers are advised to consult a copy of the Act which is available from Her Majesty's Stationery Office.

15. There are very few instances in which a job will qualify for a GOQ on the ground of sex. However, exceptions may arise*, for example, where considerations of privacy and decency or authenticity are involved. The SDA expressly states that the need of the job for strength and stamina does not justify restricting it to men. When a GOQ exists for a job, it applies also to promotion, transfer, or training for that job, but cannot be used to justify a dismissal.
16. In some instances, the GOQ will apply to some of the duties only. A GOQ will not be valid, however, where members of the appropriate sex are already employed in sufficient numbers to meet the employer's likely requirements without undue inconvenience. For example, in a job where sales assistants may be required to undertake changing room duties, it might not be lawful to claim a GOQ in respect of all the assistants on the grounds that any of them might be required to undertake changing room duties from time to time.
17. It is therefore recommended that:
- A job for which a GOQ was used in the past should be re-examined if the post falls vacant to see whether the GOQ still applies. Circumstances may well have changed, rendering the GOQ inapplicable.

SOURCES OF RECRUITMENT

18. It is unlawful: UNLESS THE JOB IS COVERED BY AN EXCEPTION:
- TO DISCRIMINATE ON GROUNDS OF SEX OR MARRIAGE IN THE ARRANGEMENTS MADE FOR DETERMINING WHO SHOULD BE OFFERED EMPLOYMENT WHETHER RECRUITING BY ADVERTISEMENTS, THROUGH EMPLOYMENT AGENCIES, JOBCENTRES, OR CAREER OFFICES.
 - TO IMPLY THAT APPLICATIONS FROM ONE SEX OR FROM MARRIED PEOPLE WILL NOT BE CONSIDERED.
[Section 6(1)(a)]
 - TO INSTRUCT OR PUT PRESSURE ON OTHERS TO OMIT TO REFER FOR EMPLOYMENT PEOPLE OF ONE SEX OR MARRIED PEOPLE UNLESS THE JOB IS COVERED BY AN EXCEPTION.
[Sections 39 and 40]
- It is also unlawful WHEN ADVERTISING JOB VACANCIES,
- TO PUBLISH OR CAUSE TO BE PUBLISHED AN ADVERTISEMENT WHICH INDICATES OR MIGHT REASONABLY BE UNDERSTOOD AS INDICATING AN INTENTION TO DISCRIMINATE UNLAWFULLY ON GROUNDS OF SEX OR MARRIAGE.
[Section 38]

* See page 18 of Legal Annex

19. It is therefore recommended that:

Advertising

- (a) job advertising should be carried out in such a way as to encourage applications from suitable candidates of both sexes. This can be achieved both by wording of the advertisements and, for example, by placing advertisements in publications likely to reach both sexes. All advertising material and accompanying literature relating to employment or training issues should be reviewed to ensure that it avoids presenting men and women in stereotyped roles. Such stereotyping tends to perpetuate sex segregation in jobs and can also lead people of the opposite sex to believe that they would be unsuccessful in applying for particular jobs;
- (b) where vacancies are filled by promotion or transfer, they should be published to all eligible employees in such a way that they do not restrict applications from either sex;
- (c) recruitment solely or primarily by word of mouth may unnecessarily restrict the choice of applicants available. The method should be avoided in a workforce predominantly of one sex, if in practice it prevents members of the opposite sex from applying;
- (d) where applicants are supplied through trade unions and members of one sex only come forward, this should be discussed with the unions and an alternative approach adopted.

Careers Service/Schools

20. When notifying vacancies to the Careers Service, employers should specify that these are open to both boys and girls. This is especially important when a job has traditionally been done exclusively or mainly by one sex. If dealing with single sex schools, they should ensure, where possible, that both boys' and girls' schools are approached; it is also a good idea to remind mixed schools that jobs are open to boys and girls.

SELECTION METHODS

Tests

21. (a) If selection tests are used, they should be specifically related to job and/or career requirements and should measure an individual's actual or inherent ability to do or train for the work or career.
- (b) Tests should be reviewed regularly to ensure that they remain relevant and free from any unjustifiable bias, either in content or in scoring mechanism.

Applications and Interviewing

22. It is unlawful: UNLESS THE JOB IS COVERED BY AN EXCEPTION:

TO DISCRIMINATE ON GROUNDS OF SEX OR MARRIAGE BY REFUSING OR DELIBERATELY OMITTING TO OFFER EMPLOYMENT.

[Section 6(1)(c)]

23. It is therefore recommended that:

- (a) employers should ensure that personnel staff, line managers and all other employees who may come into contact with job applicants, should be trained in the provisions of the SDA, including the fact that it is unlawful to instruct or put pressure on others to discriminate;
- (b) applications from men and women should be processed in exactly the same way. For example, there should not be separate lists of male and female or married and single applicants. All those handling applications and conducting interviews should be trained in the avoidance of unlawful discrimination and records of interviews kept, where practicable, showing why applicants were or were not appointed;
- (c) questions should relate to the requirements of the job. Where it is necessary to assess whether personal circumstances will affect performance of the job (for example, where it involves unsocial hours or extensive travel) this should be discussed objectively without detailed questions based on assumptions about marital status, children and domestic obligations. Questions about marriage plans or family intentions should not be asked, as they could be construed as showing bias against women. Information necessary for personnel records can be collected after a job offer has been made.

PROMOTION, TRANSFER AND TRAINING

24. It is unlawful: UNLESS THE JOB IS COVERED BY AN EXCEPTION, FOR EMPLOYERS TO DISCRIMINATE DIRECTLY OR INDIRECTLY ON THE GROUNDS OF SEX OR MARRIAGE IN THE WAY THEY AFFORD ACCESS TO OPPORTUNITIES FOR PROMOTION, TRANSFER OR TRAINING.

[Section 6(2)(a)]

25. It is therefore recommended that:

- (a) where an appraisal system is in operation, the assessment criteria should be examined to ensure that they are not unlawfully discriminatory and the scheme monitored to assess how it is working in practice;
- (b) when a group of workers predominantly of one sex is excluded from an appraisal scheme, access to promotion, transfer and training and to other benefits should be reviewed, to ensure that there is no unlawful indirect discrimination;
- (c) promotion and career development patterns are reviewed to ensure that the traditional qualifications are justifiable requirements for the job to be done. In some circumstances, for example, promotion on the basis of length of service could amount to unlawful indirect discrimination, as it may unjustifiably affect more women than men;
- (d) when general ability and personal qualities are the main requirements for promotion to a post, care should be taken to consider favourably candidates of both sexes with differing career patterns and general experience;
- (e) rules which restrict or preclude transfer between certain jobs should be questioned and changed if they are found to be unlawfully discriminatory. Employees of one sex may be concentrated in sections from which transfers are traditionally restricted without real justification;

(f) policies and practices regarding selection for training, day release and personal development should be examined for unlawful direct and indirect discrimination. Where there is found to be an imbalance in training as between sexes, the cause should be identified to ensure that it is not discriminatory;

(g) age limits for access to training and promotion should be questioned.

HEALTH AND SAFETY LEGISLATION

26. Equal treatment of men and women may be limited by statutory provisions which require men and women to be treated differently. For example, the Factories Act 1961 places restrictions on the hours of work of female manual employees, although the Health and Safety Executive can exempt employers from these restrictions, subject to certain conditions. The Mines and Quarries Act 1954 imposes limitations on women's work and there are restrictions where there is special concern for the unborn child (e.g. lead and ionising radiation). However the broad duties placed on employers by the Health and Safety at Work, etc., Act, 1974 makes no distinctions between men and women. Section 2(1) requires employers to ensure, so far as is reasonably practicable, the health and safety and welfare at work of *all* employees.

SPECIFIC HEALTH AND SAFETY REQUIREMENTS UNDER EARLIER LEGISLATION ARE UNAFFECTED BY THE ACT.

It is therefore recommended that

- company policy should be reviewed and serious consideration given to any significant differences in treatment between men and women, and there should be well-founded reasons if such differences are maintained or introduced.

TERMS OF EMPLOYMENT, BENEFITS, FACILITIES AND SERVICES

27. It is unlawful: UNLESS THE JOB IS COVERED BY AN EXCEPTION:
TO DISCRIMINATE ON THE GROUNDS OF SEX OR MARRIAGE, DIRECTLY OR INDIRECTLY, IN THE TERMS ON WHICH EMPLOYMENT IS OFFERED OR IN AFFORDING ACCESS TO ANY BENEFITS*, FACILITIES OR SERVICES

[Sections 6(1)(b); 6(2)(a); 29]

28. It is therefore recommended that:
- (a) all terms of employment, benefits, facilities and services are reviewed to ensure that there is no unlawful discrimination on grounds of sex or marriage. For example, part-time work, domestic leave, company cars and benefits for dependants should be available to both male and female employees in the same or not materially different circumstances.
29. In an establishment where part-timers are solely or mainly women, unlawful indirect discrimination may arise if, as a group, they are treated less favourably than other employees without justification.

It is therefore recommended that:

- (b) where part-time workers do not enjoy pro-rata pay or benefits with full-time workers, the arrangements should be reviewed to ensure that they are justified without regard to sex.

GRIEVANCES, DISCIPLINARY PROCEDURES AND VICTIMISATION

30. It is unlawful: TO VICTIMISE AN INDIVIDUAL FOR A COMPLAINT MADE IN GOOD FAITH ABOUT SEX OR MARRIAGE DISCRIMINATION OR FOR GIVING EVIDENCE ABOUT SUCH A COMPLAINT.

[Section 4(1); 4(2); and 4(3)]

31. It is therefore recommended that:
- (a) particular care is taken to ensure that an employee who has in good faith taken action under the Sex Discrimination Act or the Equal Pay Act does not receive less favourable treatment than other employees, for example by being disciplined or dismissed;
 - (b) employees should be advised to use the internal procedures, where appropriate, but this is without prejudice to the individual's right to apply to an industrial tribunal within the statutory time limit, i.e. before the end of the period of three months beginning when the act complained of was done. (There is no time limit if the victimisation is continuing.);
 - (c) particular care is taken to deal effectively with all complaints of discrimination, victimisation or harassment. It should not be assumed that they are made by those who are over-sensitive.

DISMISSALS, REDUNDANCIES AND OTHER UNFAVOURABLE TREATMENT OF EMPLOYEES

32. It is unlawful: TO DISCRIMINATE DIRECTLY OR INDIRECTLY ON GROUNDS OF SEX OR MARRIAGE IN DISMISSALS OR BY TREATING AN EMPLOYEE UNFAVOURABLY IN ANY OTHER WAY.

[Section 6(2)(b)]

It is therefore recommended that:

- (a) care is taken that members of one sex are not disciplined or dismissed for performance or behaviour which would be overlooked or condoned in the other sex;
- (b) redundancy procedures affecting a group of employees predominantly of one sex should be reviewed, so as to remove any effects which could be disproportionate and unjustifiable;
- (c) conditions of access to voluntary redundancy benefit* should be made available on equal terms to male and female employees in the same or not materially different circumstances;
- (d) where there is down-grading or short-time working (for example, owing to a change in the nature or volume of an employer's business) the arrangements should not unlawfully discriminate on the ground of sex;
- (e) all reasonably practical steps should be taken to ensure that a standard of conduct or behaviour is observed which prevents members of either sex from being intimidated, harassed or otherwise subjected to unfavourable treatment on the ground of their sex.

* Certain provisions relating to death and retirement are exempt from the Act.

* Certain provisions relating to death and retirement are exempt from the Act.

PART 2

THE ROLE OF GOOD EMPLOYMENT PRACTICES IN PROMOTING EQUALITY OF OPPORTUNITY

33. This section of the Code describes those employment practices which help to promote equality of opportunity. It gives information about the formulation and implementation of equal opportunities policies. While such policies are not required by law, their value has been recognised by a number of employers who have voluntarily adopted them. Others may wish to follow this example.

FORMULATING AN EQUAL OPPORTUNITIES POLICY

34. An equal opportunities policy will ensure the effective use of human resources in the best interests of both the organisation and its employees. It is a commitment by an employer to the development and use of employment procedures and practices which do not discriminate on grounds of sex or marriage and which provide genuine equality of opportunity for all employees. The detail of the policy will vary according to size of the organisation.

IMPLEMENTING THE POLICY

35. An equal opportunities policy must be seen to have the active support of management at the highest level. To ensure that the policy is fully effective, the following procedure is recommended:
- (a) the policy should be clearly stated and, where appropriate, included in a collective agreement;
 - (b) overall responsibility for implementing the policy should rest with senior management;
 - (c) the policy should be made known to all employees and, where reasonably practicable, to all job applicants.
36. Trade unions have a very important part to play in implementing genuine equality of opportunity and they will obviously be involved in the review of established procedures to ensure that these are consistent with the law.

MONITORING

37. It is recommended that the policy is monitored regularly to ensure that it is working in practice. Consideration could be given to setting up a joint Management/Trade Union Review Committee.
38. In a small firm with a simple structure it may be quite adequate to assess the distribution and payment of employees from personal knowledge.
39. In a large and complex organisation a more formal analysis will be necessary, for example, by sex, grade and payment in each unit. This may need to be introduced by stages as resources permit. Any formal analysis should be regularly updated and available to Management and Trade Unions to enable any necessary action to be taken.
40. Sensible monitoring will show, for example, whether members of one sex:
- (a) do not apply for employment or promotion, or that fewer apply than might be expected;

- (b) are not recruited, promoted or selected for training and development or are appointed/selected in a significantly lower proportion than their rate of application;

- (c) are concentrated in certain jobs, sections or departments.

POSITIVE ACTION

Recruitment, Training and Promotion

41. Selection for recruitment or promotion must be on merit, irrespective of sex. However, the Sex Discrimination Act does allow certain steps to redress the effects of previous unequal opportunities. Where there have been few or no members of one sex in particular work in their employment for the previous 12 months, the Act allows employers to give special encouragement to, and provide specific training for, the minority sex. Such measures are usually described as Positive Action.

[Section 48]

42. Employers may wish to consider positive measures such as:
- (a) training their own employees (male or female) for work which is traditionally the preserve of the other sex, for example, training women for skilled manual or technical work;
 - (b) positive encouragement to women to apply for management posts - special courses may be needed;
 - (c) advertisements which encourage applications from the minority sex, but make it clear that selection will be on merit without reference to sex;
 - (d) notifying job agencies, as part of a Positive Action Programme that they wish to encourage members of one sex to apply for vacancies, where few or no members of that sex are doing the work in question. In these circumstances, job agencies should tell both men and women about the posts and, in addition, let the under-represented sex know that applications from them are particularly welcome. Withholding information from one sex in an attempt to encourage applications from the opposite sex would be unlawful.

Other Working Arrangements

43. There are other forms of action which could assist both employer and employee by helping to provide continuity of employment to working parents, many of whom will have valuable experience or skills.

Employers may wish to consider with their employees whether:

- (a) certain jobs can be carried out on a part-time or flexi-time basis;
- (b) personal leave arrangements are adequate and available to both sexes. It should not be assumed that men may not need to undertake domestic responsibilities on occasion, especially at the time of childbirth;
- (c) child-care facilities are available locally or whether it would be feasible to establish nursery facilities on the premises or combine with other employers to provide them;

(d) residential training could be facilitated for employees with young children. For example, where this type of training is necessary, by informing staff who are selected well in advance to enable them to make childcare and other personal arrangements; employers with their own residential training centres could also consider whether childcare facilities might be provided;

(e) the statutory maternity leave provisions could be enhanced, for example, by reducing the qualifying service period, extending the leave period, or giving access to part-time arrangements on return.

These arrangements, and others, are helpful to both sexes but are of particular benefit to women in helping them to remain in gainful employment during the years of child-rearing.

ANNEX

LEGAL BACKGROUND

This section gives general guidance only and should not be regarded as a complete or definitive statement of law.

THE RELATIONSHIP BETWEEN THE EQUAL PAY ACT AND THE SEX DISCRIMINATION ACT

The Sex Discrimination Act 1975 (as amended) (the SDA) covers a wide range of non-contractual benefits, in addition to covering practices and procedures relating to recruitment, training, promotion and dismissal. A claim relating to a contractual benefit may also be brought under the SDA provided the benefit does not consist of the payment of money.

The Equal Pay Act 1970 (as amended) (the EPA) provides for an individual to be treated not less favourably than a person of the opposite sex who works for the same employer, as regards **pay and other terms of the contract of employment** where they are employed on like work (i.e. the same work or work which is broadly similar) or on work which has been rated as equivalent under a job evaluation scheme or on work which is of equal value.

There is no overlap between an individual's rights under the Equal Pay Act and those under the Sex Discrimination Act. All complaints of discrimination in the circumstances covered by the EPA are dealt with under that Act. All complaints of discrimination about access to jobs and matters not included in a contract of employment and about contractual matters (other than those relating to the payment of money) in situations not covered by the EPA are dealt with under the SDA.

WHO IS COVERED BY THE SDA?

The provisions of the SDA apply to both men and women. It is unlawful to discriminate, directly or indirectly, against a person on the grounds of sex or marriage, unless the situation is covered by one of the Exceptions. It is also unlawful to instruct or bring pressure to bear on others to discriminate.

EXCEPTIONS FROM THE ACT

Geographical Scope

Section 10(1)

The SDA does not relate to employment which is wholly or mainly outside Great Britain.

Private Household or Small Employer

Section 6(3)(a); Section 6(3)(b)

These exceptions make it lawful under the Sex Discrimination Act to discriminate in relation to existing or potential employment in a private household, or an organisation which employs five people or fewer.* These exceptions do not apply to matters covered by the Equal Pay Act.

Discrimination ("victimisation") under section 4 of the SDA is not excluded by these exceptions.

* However in the light of a judgement of the European Court of Justice in Luxembourg (165/82 of 8th November 1983), these exceptions will be subject to amendment in the near future.

Death or Retirement **Section 6(4)**

Certain provisions relating to death or retirement are exempt from the SDA.

Pregnancy or Childbirth **Section 2(2)**

Special treatment (i.e. more favourable treatment) may lawfully be afforded to women in connection with pregnancy or childbirth.

Genuine Occupational Qualifications **Section 7**

A person's sex may be a Genuine Occupational Qualification (GOQ) for a job, in which case discrimination in recruitment, opportunities for promotion or transfer to, or training for such employment would not be unlawful. A GOQ cannot, however, apply to the treatment of employees once they are in post, nor to discrimination on grounds of marriage, nor to victimisation.

The GOQ is not an automatic exception for general categories of jobs. In every case it will be necessary for an employer to show that the criteria detailed in the SDA apply to the job or part of the job in question.

A GOQ may be claimed only because of:

- (a) physiology (excluding physical strength and stamina) or authenticity - for example, a model or an actor.
- (b) decency or privacy - for example, some changing room attendants.
- (c) the nature or location of the establishment which makes it impracticable for the jobholder to live in premises other than those provided by the employer (e.g. if the job is in a ship or on a remote site) and the only available premises for persons doing that kind of job do not provide both separate sleeping accommodation for each sex, and sanitary facilities which can be used in privacy from the other. In such a case, the employer may discriminate by choosing for the job only persons of the same sex as those who are already living, or normally live, in these premises. However, the exception does not apply if the employer could reasonably be expected either to equip the premises with the necessary separate sleeping accommodation and private sanitary facilities, or to provide other premises, for a jobholder of the opposite sex.
- (d) the fact that the establishment, or part of it, provides special care, supervision or attention to people of one sex only - for example, some jobs in a single-sex hospital.
- (e) the fact that the job involves the provision of personal services, promoting welfare or education, that are most effectively provided by men (or by women) - for example, some probation officers or wardens of residential hostels.
- (f) laws regulating the employment of women.
- (g) the laws and customs of the country in which part of the job is to be carried out - for example, a job involving driving in a country where women are forbidden to drive.
- (h) the fact that the job is one of two to be held by a married couple.

DEFINITION OF "EMPLOYMENT" **Section 82**

"Employment" is defined in the SDA as meaning employment under a contract of service or of apprenticeship or a contract personally to carry out any work or labour.

DIRECT SEX DISCRIMINATION **Section 1(1)(a)**

This occurs where a person of one sex is treated less favourably, on the ground of sex, than a person of the other sex would be in the same or not materially different circumstances.

INDIRECT SEX DISCRIMINATION **Section 1(1)(b)**

Indirect sex discrimination occurs when an unjustifiable requirement or condition is applied equally to both sexes, but has a disproportionately adverse effect on one sex, because the proportion of one sex which can comply with it is much smaller than the proportion of the other sex which can comply with it. For example, a requirement to be mobile might bar more women than men. A complainant would have to show that fewer women than men could comply with such a requirement and that it is to her detriment that she cannot comply. Where the employer can justify such a requirement without regard to sex there will be no unlawful act. A finding of unlawful discrimination may be made even though the employer has no intention to discriminate.

MARRIAGE DISCRIMINATION **Section 3(1)(a); Section 3(1)(b)**

Direct discrimination against a married person occurs where a married person is treated less favourably on the grounds of marital status, than an unmarried person of the same sex would be in the same or not materially different circumstances. Indirect discrimination against a married person is similar in concept to indirect sex discrimination and may arise when a condition or requirement is applied equally to married and unmarried persons of the same sex but which is in fact discriminatory in its effect on married persons. For example, a requirement to be mobile might bar more married than single women.

DISCRIMINATION BY WAY OF VICTIMISATION **Section 4**

This occurs where a person is treated less favourably than other persons would be treated because he/she has done something by reference to the EPA or the SDA, for example, brought proceedings or given evidence or information in a case under either of those Acts or alleged (expressly or otherwise) that anyone has committed an act which could constitute a breach of those Acts. Victimisation is not unlawful if the allegation was false and not made in good faith.

DISCRIMINATION IN RECRUITMENT **Section 6(1)**

This section makes it unlawful for an employer to discriminate when recruiting employees in the following ways:

Section 6(1)(a)

in the arrangements made for deciding who should be offered a job. (One example might be the instructions given to a Personnel Officer or to an Employment Agency. Another example might be advertising a job in a place where only one sex would have the opportunity of seeing the advertisement.)

Section 6(1)(b)

in relation to any terms offered (for instance, in respect of pay or holidays). It is, for instance, unlawful to offer a job (whether or not the candidate accepts), where the terms would be a breach of the EPA should an employment contract be entered into.

Section 6(1)(c)

by refusing or deliberately omitting to offer a person employment (for example, by rejecting an application or deliberately refusing consideration of an application).

DISCRIMINATION IN THE TREATMENT OF PRESENT EMPLOYEES

Section 6(2)

This section makes it unlawful for an employer to discriminate in the following ways:

Section 6(2)(a)

in the way access is afforded to opportunities for promotion, transfer or training, or to any other benefits*, facilities or services, or by refusing or deliberately omitting to afford access to them; or

Section 6(2)(b)

by dismissal or the subjection to any other unfavourable treatment.

Section 9

DISCRIMINATION AGAINST CONTRACT WORKERS

Section 9(1)

This section covers contract workers, i.e. workers who are sent to work for an organisation by another organisation which employs them.

Section 9(2)

It is unlawful for the principal firm to discriminate on grounds of sex or marriage:

- (a) in the terms on which it allows the contract worker to do the work; or
- (b) by not allowing the contract worker to do it or continue to do it; or
- (c) in the way the contract worker is afforded access to any benefits, facilities or services or by refusing or deliberately omitting to afford access to any of them; or
- (d) by subjecting the contract worker to any other unfavourable treatment.

Section 9(3)

A principal may rely upon the GOQ exception, where it is applicable, to refuse to allow a contract worker to do, or to continue to do the contract work.

* other than the payment of money provided under a contract of employment.

Section 9(4)

Where a principal provides his contract workers with benefits, facilities or services not materially different from those he provides to the public, a complaint relating to the discriminatory provision of such benefits, etc. would not fall under section 9, but under section 29 of the SDA.

DISCRIMINATION BY TRADE UNIONS AND EMPLOYERS' ORGANISATIONS, ETC.

Section 12(1) and 12(2)

It is unlawful, for an organisation of workers or of employers or any other organisation whose members carry on a particular profession or trade for the purposes of which the organisation exists, to discriminate on grounds of sex or marriage against anyone applying for membership:

- (a) in the terms on which it is prepared to admit the person to membership; or
- (b) by refusing or deliberately omitting to accept an application for membership.

Section 12(3)

It is unlawful for such an organisation to discriminate on grounds of sex or marriage against a member:

- (a) in the way it affords access to any benefits, facilities or services or by refusing or deliberately omitting to afford access to them; or
- (b) by depriving a person of membership or varying the terms of membership; or
- (c) subjecting to any other unfavourable treatment.

DISCRIMINATION BY EMPLOYMENT AGENCIES

Section 15(1)

It is unlawful for an employment agency to discriminate on grounds of sex or marriage:

- (a) in the terms on which they offer to provide any of their services; or
- (b) by refusing or deliberately omitting to provide them; or
- (c) in the way in which they provide any of them.

Section 15(4)

Section 15(1) will not apply if the discrimination only concerns employment which an employer could lawfully refuse to offer to a woman (or a man).

Section 15(5) and 15(6)

Where an employment agency has the employer's assurance that a vacancy is covered by one of the exceptions and this turns out not to be the case, the agency has a defence if it can prove both that it acted in reliance on a statement by the employer that its action would not be unlawful and that it was reasonable for it to rely on the statement. It is a summary offence punishable by a fine not exceeding £2,000, knowingly or recklessly to make such a statement which in a material respect is false or misleading.

Section 38 DISCRIMINATORY ADVERTISEMENTS

Section 38(1) and 38(2)

The SDA makes it unlawful to publish or cause to be published an advertisement which indicates, or might reasonably be taken to indicate, an intention to discriminate unlawfully. An advertisement would not be unlawful if it dealt with a job which was covered by an exception.

Section 38(3)

An advertisement which uses a job description with a sexual connotation (for example, 'waiter' 'salesgirl' or 'stewardess') is taken as an intention to commit an unlawful discriminatory act, unless the advertisement states that the job is open to men and women or uses descriptions applying to both sexes (e.g. 'waiter' or 'waitress').

Section 38(4)

There will be cases where a publisher may not know whether a particular advertisement is lawful. A publisher will not be held liable if:

- (a) he or she relied on a statement by the person placing the advertisement that the publication would not be unlawful, for example because the vacancy was covered by an exception; and
- (b) it was reasonable for the publisher to rely on the statement.

Section 38(5)

It is an offence punishable on summary conviction with a fine not exceeding £2,000, for anyone placing an advertisement knowingly or recklessly to make a materially false or misleading statement to the publisher as to its lawfulness.

INSTRUCTIONS TO DISCRIMINATE

Section 39

It is unlawful for a person who has authority over another person or whose wishes are normally carried out by that other person to instruct or attempt to procure another person (e.g. a member of staff) to carry out an act of unlawful discrimination, e.g. an instruction to an employment agency to discriminate.

PRESSURE TO DISCRIMINATE

Section 40

It is unlawful for a person to bring pressure to bear on another person to carry out an act of unlawful discrimination, by providing or offering any benefit or threatening any detriment; for example, by a threat of industrial action to persuade an employer to discriminate.

LIABILITY OF EMPLOYERS AND PRINCIPALS

Section 41

An employer is liable for any act done by an employee in the course of the employment with or without the employer's knowledge or approval, unless the employer can show that such steps were taken as were reasonably practicable to prevent the employee doing the act in question. Similarly, a principal is liable for any act done by an agent with the principal's authority.

Section 42

A person (for example, an employee or agent) who knowingly aids another to do an unlawful act is also to be treated as having done that act, unless it can be shown that he or she acted in reliance on a statement that the act would not be unlawful and that it was reasonable to rely on such a statement.

POSITIVE ACTION BY TRAINING BODIES

Section 47

Training bodies may apply to the Secretary of State for Employment to become designated for the purpose of providing:

- (a) training or encouragement for particular work where in the previous 12 months one sex has been substantially under-represented, or
- (b) special training for persons following absence from employment because of domestic or family responsibilities.

POSITIVE ACTION BY EMPLOYERS

Section 48

This section of the SDA allows for positive action by employers to overcome the effects of past discrimination. It allows for training and encouragement where few or no members of one sex have been doing particular work in the preceding 12 months. It does not cover recruitment or promotion.

Advice on the promotion of equality of opportunity in employment is available from the EOC. All EOC publications referred to are available from the EOC offices in Manchester, Glasgow and Cardiff:

Overseas House, Quay Street, Manchester M3 3HN

249 West George Street, Glasgow G2 4QE

Caerwys House, Windsor Lane, Cardiff CF1 1LB

EOC Publications

A Short Guide to the Sex Discrimination Act 1975

Equal Opportunities: A Guide for Employers

A Model Equal Opportunity Policy

The Sex Discrimination Act and Advertising

Fair Dealing - guidance notes on the Sex Discrimination Act for those in the Employment Services

Setting up a Workplace Nursery: A manual for employers and employees

Positive Sex Discrimination in Training Schemes: Guidance on how to apply for Designation under Section 47 of the Sex Discrimination Act 1975

Other Publications

Many Policy Statements will cover race as well as sex discrimination. For advice on racial discrimination refer to the Code of Practice issued by the Commission for Racial Equality.

Examples of equal opportunities policy statements are the Trade Union Congress Model Clause and the Confederation of British Industry's Statement Guide.

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The Baroness Platt of Writtle CBE MA C.Eng M.R.Ac.S
Chairman
Equal Opportunities Commission
Overseas House
Quay Street
Manchester M3 3HN

22 October 1985

D. King,

You wrote to Tom King on 10 July about the implications for pregnant women employees of the extension of the qualifying period for complaints of unfair dismissal. I am sorry that I have not been able to let you have an earlier response.

As you would expect, I have carefully considered the position in the light of your letter and the judgment of the Employment Appeal Tribunal in the cases of Hayes v Malleable Working Men's Club and Institute and Maughan v North East London Magistrates Court Committee. The EAT ruled that there is no principle in law preventing the application of the Sex Discrimination Act to cases where a woman claims to have been the victim of direct or indirect discrimination on grounds associated or connected with the fact that she is pregnant. The effect of this judgment is to allow another avenue of complaint to a woman who is dismissed and would not qualify under employment protection legislation. I am afraid therefore that I cannot agree that the Tribunal's decision strengthens the case for an exception to the qualifying period for unfair dismissal or that such an amendment would be appropriate.

I have also looked again at the more general arguments, but can only endorse the points made by Tom King, namely that there has always been the same qualifying period for unfair dismissal on grounds of pregnancy as on general grounds; that in determining the length of the qualifying period, a balance needs to be struck between employment protection rights and the creation of jobs and that to have introduced a shorter (or no) qualifying period in respect of dismissal because of pregnancy might well have discouraged employers from taking on younger women and therefore have been counter productive in terms of the creation of employment opportunities.



I am sorry that I cannot send you a more encouraging reply. I am sending copies of this letter to Norman Fowler and Barney Hayhoe.

*Ken
Haw*



**The shortage of
mathematics and physics
teachers**

**A statement by
The Engineering Council
May 1986**



This terse paper is a request for a firm national programme to respond to perceived shortages. It is addressed to all those bodies who can contribute to a national programme. A great deal may be achievable through currently deployed resources.

Introduction

There has been anxiety about the shortage of mathematics and physics teachers since the end of the last war – from Lord Hankey's report to the Ministry of Employment in 1949 to the current alarms raised by industry and bodies such as the Royal Society and Institute of Physics. A number of palliatives have been tried, but over the years they have proved inadequate. The present crisis relates to Britain's loss of competitiveness in world trade. Solutions have to be found if we are to remain an advanced industrial nation in the 21st Century.

Heads of schools describe the future prospects for their mathematics and physics education as "desperate". This judgement applies only to the condition of mathematics and science education as it has been and is now; it scarcely begins to approach the issue of mathematics and science education as it should be.

If the nation's intention is to convert itself into a society more numerate and more literate in science and technology and to provide a base for future technological and economic competence, then immediate remedial actions of many kinds must be taken. Measures need to be taken at a number of levels, in different directions and ranging from emergency to long term action.

The shortage problem is so complex that no one remedy will sort it out. What is needed is a co-ordinated national programme.

Action recommended

The following list is not exclusive and it is not given in any priority order.

Differential rewards for teachers

Industry and commerce are competing for a larger share of physics and mathematics graduates and are paying increasingly higher salaries.

Employers of teachers and the Department of Education and Science should explore all possibilities for enhancing the financial attractions of teaching mathematics and physics.

The possibilities of a formal differential salary structure should be examined, otherwise a general differential rewards approach should be pursued. Inducements may well be offered on salary scales by allowances for special responsibilities, and by the negotiation of extra pay for extra experience with industry or higher education. Consultancy, associate lectureships or contributions to research programmes could similarly be recognised.

Use industry and higher and further education institutions (including universities) as a source of teachers

Encourage flexible career patterns allowing interchange between industry and education. This could be achieved by secondments from industry and higher/further education into schools or by shared appointments.

Encourage suitable mathematicians and physicists from industry and higher education to take early retirement and to transfer to a career in the teaching profession.

Returners to teaching

Campaign nationally to attract "returners" back to the teaching profession on a full time or part time basis.

"Career Break" schemes similar to those promoted by The Engineering Council for women engineers should be considered.

Offer financial incentives, for example, guarantee that they can return to teaching on the same salary scale that they left, or award a lump sum if they return for a period greater than, say, two years.

Offer child care facilities and give high priority to nursery classes and playgroups.

Offer intensive courses for updating and conversion to teaching.

Initial teacher training

Pay a Scale 1 salary to intending teachers of mathematics and physics during initial teacher training.

Encourage biology and other suitable graduates at the post graduate certificate of education (PGCE) stage to reorientate to mathematics and physics.

Foundation courses

Encourage polytechnics and universities to offer a one-year bridging course in mathematics and physics to enable school leavers to prepare themselves for mathematics, physical science and engineering undergraduate courses. Grants must be available for students pursuing these courses.

Use of Education Support Grants (ESGs)

Give increased priority for in-service training in mathematics, physics, and "technology across the curriculum".

Offer ESGs to Local Education Authorities (LEAs) for Computer Assisted Learning, Inter Active video, Open Learning modules, and tutored video work initiatives.

Equip schools with modern equipment for science and technology teaching.

Local Education Authorities

Local Education Authorities can contribute by:

carrying out an audit of qualified staff in their schools, colleges and LEA departments to unlock specialists from administrative duties.

directing capitation allowances towards mathematics and science departments.

drawing up five-year action plans based on "Industry Year 1986" initiatives.

ensuring mathematics and physics courses are "friendly" to both sexes and are enjoyable, interesting and relevant.

making technological literacy and competency for all pupils a priority in primary and secondary schools.

ensuring that there are good ancillary staff support, particularly laboratory technicians, for science and mathematics departments.

strengthening their mathematics and science Education Advisory Service.

joining the university and polytechnic "milk-round" to attract people into the teaching profession.

developing the use of open learning systems in subject shortage areas.

paying all out-of-pocket expenses to mathematics and physics teachers who have to relocate to take up a new appointment.

Build on existing initiatives

A substantial number of initiatives are currently being taken by the Department of Education and Science, and the Department of Trade and Industry, such as the £1,200 p.a. Bursary Scheme for people training as mathematics and physics teachers, the development of National Education Resources Information Service (NERIS), and ESGs.

We now need to build on these initiatives.



10 Maltravers Street
LONDON WC2R 3ER
Tel: 01 240 7891

HUSBAND & WIFE TAXES

Margaret Stone takes a good look at the Government's latest Green Paper – more like waving a red rag at working wives?



One of the longest running sagas on the family finance scene is the taxation of husband and wife. It looks as though this 'soap' has started yet another new series, but I have a feeling that for many women the next few episodes will be as unsatisfactory as was the *Dynasty* wedding massacre in the TV ratings.

At the hub of the tax debate is equality between men and women. For too long, women have been treated as their husband's chattels, at least in the eyes of the taxman. It is the husband's responsibility to fill in the tax return, and it is only in recent years that the Inland Revenue has, when a query arose, deigned to address correspondence to a married working woman.

The 1973 change in the rules which permitted high earning couples each to be taxed as separate individuals, each in receipt of a single person's allowance, helped couples whose incomes jointly exceed £25,361 (tax year 1985-86). But that was a tax-saving device, not a matter of equality between husband and wife, and anyway did little to help lower-earning families. Further reforms were drafted. They promise to be quite incendiary.

Light the Green Paper

Timed to coincide with this year's Budget – and heavily criticised in advance – the Chancellor's Green Paper (The Reform of Personal Taxation) proposes to abolish the married man's tax allowance and introduce independent taxation for both partners. There would be single allowances for all, with husbands and wives able to transfer any unused part of their allowances to each other. Meaning that all couples would get two allowances whether both partners work, or just one. (At present, only working wives are entitled to the wife's earned income relief.)

In future, suggested Mr Lawson, husbands should have the benefit of twice the single person's allowance when their wives give up a job to start a family – belated recognition, of sorts, of the unpaid vital work that women do in the home. But tax experts and women's rights groups were quick to spot flaws, the key complaint being that the long-awaited tax 'reforms' would penalise

two-earner couples and wind up discriminating against working women instead.

It is already being called a charter for 'stay-at-home' wives – wives who choose not to work as distinct from women who, because of domestic responsibilities such as looking after children, cannot go out to work. It is also bound to upset many working wives because of the implied dismissal of their contribution to the family's and the country's economy. And for wives returning to work after a period of absence, the implications are disturbing; their entire income immediately will be taxed at 29% – more, if the husband is in a higher tax bracket, which he will be if his taxable income exceeds £16,200.

Under the Lawson scheme, households with a husband and wife both working would lose, whereas families with just one earner would gain. It is small consolation to know that the Government will introduce the reform very gradually, allowing a long transitional period, during which personal allowances will be raised to the point where two allowances match the two-and-a-half allowances which dual-earner families get today. Meantime, here's how things stand for the 1985-86 tax year, and allowances proposed for 1986-87 (*in italics*):

Single – both working.

Man	£2,205	(2,335)
Woman	£2,205	(2,335)

Married – both working.

Husband	£3,455	(2,655)
Wife's earned income allowance	£2,205	(2,335)

Married – both working and joint income over £25,361.

Husband	£2,205	(2,335)
Wife	£2,205	(2,335)

Married – wife not working.

Husband	£3,455	(3,655)
Wife	nil	

Married – husband not working.

Husband	nil	
Wife	£3,455	(3,655)

plus wife's earned income allowance £2,205 (2,335)

The crucial contrast at the moment is between the ordinary working couple who between them at the moment have two and half times the ordinary single person's allowance, and the household in which the wife doesn't work, where the allowances

are only one and half times the single person's allowance. Clearly, the tax treatment of these two sets of married couples is unbalanced compared with the 'norm' of the tax treatment for single men and women.

Attempts at reform

Debate and discussion on how to redress this imbalance began back in what almost qualifies as 'the good old days' when Jim Callaghan was Prime Minister and Denis Healy his Chancellor of the Exchequer. The Conservatives inherited the issue, and when Sir Geoffrey Howe was Chancellor, the first important Green Paper on the taxation on husbands and wives was published.

The prevailing impression, then, was that Sir Geoffrey favoured individual taxation for husbands and working wives, but that money saved on the abolition of the married man's personal allowance should be diverted to boost child allowances instead of being given to the non-working wife to transfer back to her husband. But the lobby in favour of giving an extra fillip where it is most needed – the child benefit – instead of paying women to stay at home, seems to have lost ground to the more generalist campaigners in favour of the 'family', and a woman's right not to work outside the home.

Full implementation of the proposed new system – assuming it survives without modification the pent-up antagonism and any possible change in Government – will certainly not be until the Inland Revenue is fully computerised at the end of the decade. It is amazing that so many of our tax returns are not yet held on computer; but by the end of this decade, we should have push-button rather than pen-pushing tax officers.

Other Green Paper points: investment income will be the responsibility of the recipient; mortgage interest tax relief (currently available to each of two single persons living together) probably will be reduced to £30,000 per residence; capital gains tax to be charged separately, too.

And a further change afoot for the working woman, of course, is the latest Government proposal to let her carry on working right up to the male retirement age if she wishes. □



10 DOWNING STREET

I changed
the time to
1000.

CR.

11/6.

SKW

17 April 1986

MEETING WITH LADY PLATT

We have now arranged for the Prime Minister to meet Lady Platt on 16 June at 1030. We noted the points in your letter of 14 April to Caroline Ryder here, but thought, on balance, it would be better to fix the meeting sooner rather than later.

I should be grateful if you would provide us with a brief for the meeting by Thursday, 12 June, in consultation with the Department of Employment.

I am copying this letter to Chris Snell (Department of Employment).

(MARK ADDISON)

William Fittall, Esq.,
Home Office.

SKW



10 DOWNING STREET

OK MEH

Lady Platt's office
(EOC) rang.

— Sure 16 that 10.30
is acceptable. I told
them you would only ring
back if there was any
change.

G:U

7/4.

MR. ADDISON

LADY PLATT

Her secretary rang this morning. I offered Monday 16 June at 1030. She will come back to confirm later today.

Could you please commission briefing when the appointment has been confirmed?

CAROLINE RYDER

17 April 1986



pte M

10 DOWNING STREET
LONDON SW1A 2AA

From the Private Secretary

15 April 1986

The Prime Minister has asked me to thank you for your letter of 13 March and I am sorry it has taken us a little time to reply. Mrs. Thatcher would be delighted to have a further meeting with you and if your secretary could ring me on 930-4433 we could discuss a mutually convenient time and date.

CAROLINE RYDER

The Baroness Platt of Writtle, C.B.E.

Dr

From: THE PRIVATE SECRETARY



HOME OFFICE
QUEEN ANNE'S GATE
LONDON SW1H 9AT

14 April 1986

R 15/4

Dear Caroline

Thank you for your letter of 17 March, with which you enclosed the letter of 13 March from Lady Platt, Chairman of the Equal Opportunities Commission, requesting a meeting with the Prime Minister. No doubt you will also have seen Chris Snell's letter of 21 March.

Like the Department of Employment, we see no pressing need for a meeting between Lady Platt and the Prime Minister. If the Prime Minister wished to have a general discussion about equal opportunities issues, we agree that a meeting after the publication of the EOC's annual report would be the most sensible time. The report is due to be published on 8 July. A meeting in late summer or early autumn would also have the advantage of falling after the first meeting of the Ministerial group which is to consider matters covered by the Forward Looking Strategies for the Advancement of Women and is to be chaired by Mr Waddington. The Home Secretary referred to the group in his minute of 19 February to the Prime Minister, and the Prime Minister informed Lady Platt of its establishment in her letter of 20 February.

I am copying this letter to Chris Snell at the Department of Employment.

Yours sincerely
W R Fittall

W R FITTALL

Ms Caroline Ryder

B.R.

DIARY MEETING

MR. WICKS ✓

LADY PLATT

CR

Les & X.

Remind P.A. that
hand W passed this
N.L. W. 10.4

I have seen the copies of the minutes between
you and Stephen Sherbourne.

X We have now received advice from DTI and
I think, depending on what you advise, we
should bring this up at the next diary meeting.

Content?

CR.

(Caroline Ryder)

10 April 1986



DEPARTMENT OF TRADE AND INDUSTRY
1-19 VICTORIA STREET
LONDON SW1H 0ET 5422
TELEPHONE DIRECT LINE 01-215
SWITCHBOARD 01-215 7877

PS/
Secretary of State for Trade and Industry

9 April 1986

Mrs C Ryder
Private Secretary to the
Prime Minister
10 Downing Street
LONDON
SW1

Dear Mrs Ryder

PRIME MINISTER'S MEETING WITH BARONESS PLATT

Thank you for your letter of 24 March enclosing one from Christopher Snell at Department of Employment.

Christopher suggested that DTI might be interested in the meeting in view of Industry Year (IY). Baroness Platt is Chairman of the Industry Year Women's Working Group and a strong supporter of Industry Year's aims. However nothing new is likely to be raised at this meeting and we would certainly not wish to cite Industry Year as a main reason for it to take place.

That said, we would not disagree with Christopher's recommendations on the meeting and we would be happy to provide a short brief on Baroness Platt's involvement in Industry Year if the meeting goes ahead.

I am copying this to Christopher Snell (Department of Employment).

Yours sincerely,

C Bradley

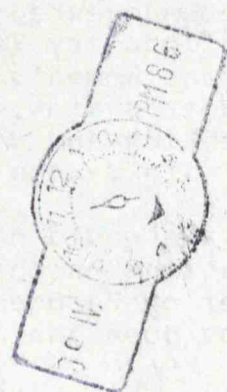
CATHERINE BRADLEY
Private Secretary

JH2BBI

DEPARTMENT OF TRADE AND INDUSTRY
115 VICTORIA STREET
LONDON W1R 0DT
TELEPHONE: 01-275 3100
FACSIMILE: 01-275 3100



PRIME MINISTER'S MEETING WITH BARONESS BATES



MR. WICKS

CC. 1. Mrs. Ryder
2. Mr. Addison

Thank you for your note about Lady Platt.
I attach earlier correspondence between
the Prime Minister and Lady Platt which
you ought to be aware of.

CS.

STEPHEN SHERBOURNE

9.4.86

Platt

Prime Minister

Elsbeth Howe mentioned to me the other evening that she believed it would be of great advantage to the Conservative Party and its standing in the country if sometime you found time to invite Lady Platt, Chairman of the Equal Opportunities Commission, to come and have a short talk with you about the Commission's work and aspirations. Lady Platt is, of course, a Conservative and provides a welcome change of emphasis at the Commission to her predecessor.

I believe it would certainly build up her weight and authority if at some point you invited her to come in for a short talk. We could give consideration to an agenda of topics to be discussed.

May I go ahead and set up a meeting, as and when the diary is reasonably free?

Not yet please
- - -
mf

MICHAEL ALISON

13.6.84

PRIME MINISTER

Lady Platt has written to you about the importance of qualified young women and the need to increase their contribution to the country and the need for the Conservatives to attract their votes. She proposes a small Central Office working party.

I have sought the advice of Emma Nicholson who has been talking to Lady Platt about this. Emma recommends that you endorse the need to involve professional women and that you suggest that Lady Platt discusses the idea of a working party with Emma, who as vice-chairman would be the obvious person to be Chairman of the working party.

This seems a sensible approach. Do you agree?

If you do this might be a way to involve Lady Platt without you having to see her at this stage as Elspeth Howe suggested.

I attach the letter from Lady Platt (the key paragraph is highlighted on page 2) together with Emma Nicholson's comments.

Ss.

STEPHEN SHERBOURNE

15.6.84



Conservative Women's National Committee

32 Smith Square Westminster London SW1P 3HH
Tel. 01-222 9000 Telex 8814563 Fax. 01-222 1135

CONFIDENTIAL

13th June, 1984.

Dear Stephen -

Thank you for sending me a copy of the letter to the Prime Minister from Lady Platt. She and I have indeed talked several times about the immense opportunities now open to our Party in involving on a long term basis, the younger professional women and I see her as a key resource for achieving this difficult but crucial goal.

I would be unhappy if Lady Platt herself set up a Working Party, partly because it is something I very much want to do myself, but also since I am concerned that on this topic in particular we need a unified approach. (I have heard on the grapevine of other initiatives by different people for the same purpose.)

The Prime Minister discussed with me at our recent meeting our need to involve professional women and I put one or two thoughts on how to achieve this. Given that background, may I suggest that she endorses the concept to Lady Platt and asks her to come back to myself to discuss setting up a Working Party, perhaps under my Chairmanship. Incidentally, on the membership of such a group, I would see it to be an all-woman under forty-five years of age membership, certainly with an academic, journalist, industrialist, professional woman and one or two others.

I would see us involving the new Chairman of the Women's Organisation as a co-opted member to keep these links secure. We would be working to prepare proposals for the Prime Minister and Party Chairman.

Forgive a lengthy reply; do please telephone me at the Save the Children Fund on Friday if I can be of further help.

Yours,
Emma

EMMA NICHOLSON

Stephen Sherbourne, Esq.

Chairman CWNC: MRS. MARGARET FRY OBE
Secretary: MISS MARGARET PALMER



The Rt. Hon. Mrs Margaret Thatcher F.R.S. M.P.
The Prime Minister
10 Downing Street
LONDON SW1

30 May 1984

PERSONAL & CONFIDENTIAL

Dear Mrs Thatcher

As you know I have now been Chairman of the Equal Opportunities Commission for just over a year, initially appointed by Willie Whitelaw. It has been an interesting and challenging year during which I have learnt a great deal. My appointment has also coincided with the planning and launching of W.I.S.E. year, and I have taken every opportunity of meeting young women including engineers, managers, bankers, students, and graduates of both polytechnics and universities, and girls still at school.

It is difficult to generalise, as clearly their aspirations vary considerably. I have however been impressed with their common sense, clear-sightedness, technological capability, personal charm and sheer potential.

I think they have a great deal to offer their employers both now and in the future and thereby the prosperity of our country. The more enlightened employers are aware of this and are beginning to make efforts to attract them into their firms; this is particularly true of the electronic "sunrise" industries in support of W.I.S.E.. They know that with the number of 18 year olds peaking and falling dramatically over the coming decade they must attract women and girls into the technological fields if they are to expand. I am personally working very hard on the W.I.S.E. campaign primarily to encourage women into these fields but also because I feel it will contribute greatly to our future industrial success as a country. These young women are conscious of the difficulties they will encounter in bridging the career break when they start their families.

They are conscious too that there are still prejudices against the promotion of women into senior positions - even though senior managers today have your shining example before them in the most difficult job in our country.

Continued.../



Recently Grey Gowrie, Tom King and Paul Channon have made excellent speeches encouraging the provision of post-career break courses, part-time work, flexi-time, job sharing, and many other ways in which enlightened management can see that precious feminine resources and qualifications need not be lost either to their owners or their employers. These speeches of course whilst very much appreciated at the time, do not always receive great publicity.

I am struck by the considerable efforts being made by the S.D.P. and the Labour party to attract the young qualified womens' vote, whereas the Conservative Party perhaps looks backwards to the days when married women - like me - did not continue in paid jobs after marriage.

These qualified young women are very valuable, and indeed the country has invested a good deal in their education and training. I do believe the Conservative Party needs to address itself to thinking how they can be encouraged in their careers perhaps by setting up a small Central Office Working Party. On the day of the C.W.N.C. Conference I discussed this with Trixie Gardiner of Parkes and Sir Basil Feldman, and Emma Nicholson on a different occasion, and they were receptive to the idea.

These young women are not wanting an easy option, but they will need a sympathetic environment if they are to fulfil their potential. It is important that they should see the Conservative Party taking an intelligent interest in them and ensuring thereby the effective utilisation and conservation of half our human talents on which our commercial prosperity depends.

As Prime Minister, if you were willing to do so, you could give industry and commerce a strong lead in the right direction, and show these young women that the Conservative Party is on their side. They are the women of the future.

I hope you do not mind my writing in this vein, but I do believe it is of great importance.

Yours sincerely
 Platt *John Platt*

The Baroness Platt of Writtle
 Greenbury House
 The Green
 Writtle
 Essex CMI 3DU

cc TW Sharbome.



Janice

This is the
Equal Opp
Board. We
are actively
advised

10 DOWNING STREET

1 Mrs. Hyde

CR pl. add
style
CR

2 TW Advertiser
MRT

The Lord Pres.

said that Lady

Platt would ask

to see PM &

discuss Women's

issues and the

Parliament. The PM

virtually admitted

herself to seeing
hardy P.

N. L. W

8 April

Baroness PLATT
26/3



C. 8/4

10 DOWNING STREET

From the Private Secretary

24 March 1986

I attach a self-explanatory letter to the Home Office from the Department of Employment regarding a possible meeting between Lady Platt, Chairman of the Equal Opportunities Commission and the Prime Minister.

I would be grateful for your advice on this matter as soon as possible.

(Mrs Caroline Ryder)

Miss Catherine Bradley,
Department of Trade and Industry.

dg



Caxton House Tothill Street London SW1H 9NF

Telephone Direct Line 01-213 ...6460.....

Switchboard 01-213 3000

Clare Pelham
Private Secretary to the
Home Secretary
Home Office
50 Queen Anne's Gate
London
SW1H 9AT

21 March 1986

Dear Clare,

Caroline Ryder sent me a copy of her letter of 17 March to you seeking advice on whether the Prime Minister should meet Lady Platt, the Chairman of the Equal Opportunities Commission.

The most topical issues for which this Department is responsible and which Lady Platt may want to raise with the Prime Minister, are the Sex Discrimination Bill and in particular the amendments to it which we intend to make to take account of the European Court of Justice's ruling in the Helen Marshall case. Lady Platt is in close touch with DE Ministers about the Bill, and there does not therefore seem to be any pressing need for her to discuss these issues with the Prime Minister.

I would therefore suggest that the publication of the EOC's next annual report in the middle of June would provide a convenient occasion to cover the broad range of the EOC'S concerns and that Caroline Ryder might be advised, if you agree, to offer a meeting fairly soon after that report is published.

I am copying this letter to Caroline Ryder, with the suggestion that she might like to approach DTI too on this matter in view of that Department's interest in Industry Year.

Your sincerely,
C. S.

CHRISTOPHER SNELL
Private Secretary



Baroness PLATT
26/3



6
1. 8/4

10 DOWNING STREET

From the Private Secretary

AI

17 March 1986

I attach a copy of a letter the Prime Minister has received from Lady Platt, Chairman of the Equal Opportunities Commission.

I should be grateful for advice as soon as possible on whether the Prime Minister should see Lady Platt.

I am copying this letter to Chris Snell (Department of Employment).

Caroline Ryder

Ms Clare Pelham
Home Office.

ECU

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN

Telephone 061-833 9244

From The Baroness Platt of Writtle,
C.B.E., M.A., C.Eng., M.R.Ae.S.,
Chairman.



Equal
Opportunities
Commission

BP/EMM

13 March 1986

R17/13

The Rt. Hon. Margaret Thatcher, MP.
The Prime Minister,
10 Downing Street,
LONDON. SW1.

Dear Prime Minister

It is now nearly two years since you very kindly spared time to see me just before you launched the WISE Bus. The bus has proved to be very popular, and I am sure will encourage more girls to take an interest in technology, and perhaps later lead on to careers in that field of work, where there is such a shortage of skills.

I enclose an article I recently wrote for the Institution of Electrical Engineers in connection with Industry Year, which I hope you might find interesting.

Douglas Hurd has recently re-appointed me as Chairman of the Equal Opportunities Commission for a final two years from this May. If you were able to spare me the time I would very much welcome the opportunity to discuss women's issues with you again as we did in July 1984.

Yours sincerely

Platt Jumble

Baroness Platt of Writtle

A woman's place (is) in industry

**by Baroness Platt of Writtle
Chairman, Equal Opportunities Commission**

**INDUSTRY
YEAR *1986***

INDUSTRY YEAR 1986

A woman's place (is) in industry

With the school population falling, the UK's skills shortage can only get worse if it continues to draw predominantly on only half the population. WISE 84 did much to encourage women into industry, and Industry Year aims to reaffirm the initiative

by **Baroness Platt of Writtle**

About 40 years ago I worked in industry during the war, a young woman engineer very much on her own in a man's world. We were fighting for our lives as a nation, so we had to work long hours and the niceties of life were low on the list of the nation's priorities. Nevertheless, I enjoyed my work and the easy camaraderie of the highly skilled almost all-male workforce in the experimental flight test department of Hawker Aircraft. Newly down from university with a mechanical science tripos I had to learn a lot about the practicalities of flight and testing aircraft and learn it fast. It was a demanding and exciting life.

Today things are very different. When I visit modern industry I am amazed to see how much more attractive and safety-conscious factories are — thank goodness. Potted plants, polished floors, comfortable canteens, these things were unheard of in my day, but are taken for granted now. The new electronics industries look more like hospitals than factories with their accent on dust-free atmospheres. The workforce in light clothes or overalls is a far cry from the boilersuits and practical warm clothing we had to wear in cold hangars. All these changes make industry a far more attractive place to work for women, and I hope many more will consider the idea in Industry Year both for themselves and as a worthwhile career for their children.

Many events will happen in Industry Year to encourage the public to learn more about the real facts of industry. There will be open days at local factories, and I hope women's organisations and women and their families will make a real effort to take part in these visits, so that when they talk about industry and the sort of jobs it offers they will be able to speak from first-hand knowledge. The Royal Society of Arts Women's Committee for Industry Year is closely in touch with the major women's voluntary organisations and women in the trade union

movement and it is certainly our aim and object to see as many women as possible involved in these interesting opportunities. Ignorance breeds fear, knowledge will lead to a deeper understanding of the contribution industry makes to our lives.

The aim of Industry Year 1986 is to encourage a better understanding of industry, its essential role, and its service to the community, and to win acceptance for it.

It is questionable how often women — and men for that matter — stop to think what industry has done for them. Apart from the wealth-creating role of industry and all that provides in terms of the tax base for our welfare services which we all take for granted, industry also produces so many products to make our lives more healthy and comfortable.

Just cast your mind back to a pre-industrial age of 100 years ago. People walked everywhere unless they were



1 Electronics work at the BBC

(courtesy BBC)



2 Leaflets and stickers produced by the EOC for the WISE 84 campaign

lucky enough to own a horse or live near the occasional railway. Aeroplanes, cars, buses were unheard of. People were confined on the whole to their own towns and villages.

Homes were lit by oil lamps and heated by coal and wood. Water was pumped by hand or carried for use. The life of the average woman was one constant round of drudgery: carrying coal and water, chopping wood, trimming lampwicks, scrubbing and mangling clothes, sweeping and scrubbing floors. Think of the transformation manufactured goods have made to women's lives. Refrigerators, electric and gas ovens, central heating, washing machines, deep freezes, telephones. The application of electricity in the home and the inventiveness of engineers and designers has transformed the lives of women so that they can now take far more part in the working and public life of the nation.

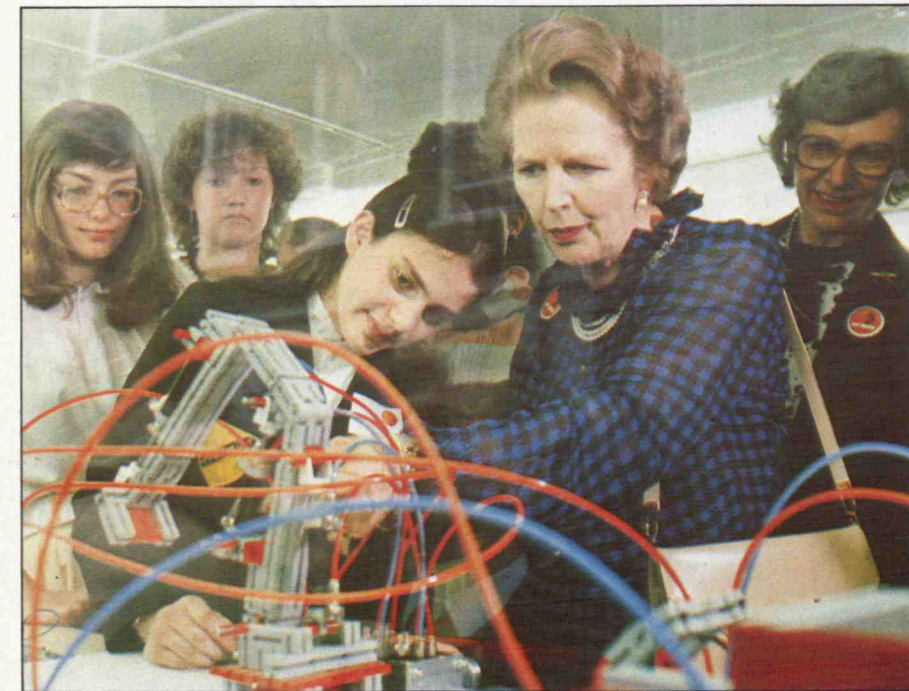
The WISE (Women into Science & Engineering) campaign set up by the Equal Opportunities Commission and the Engineering Council was designed to take things one stage further, to encourage women themselves to take qualifications, to become more knowledge-

able in science and technology so that they could not only use these labour-saving devices more intelligently but also help to design and market them themselves as part of the industrial life in this country.

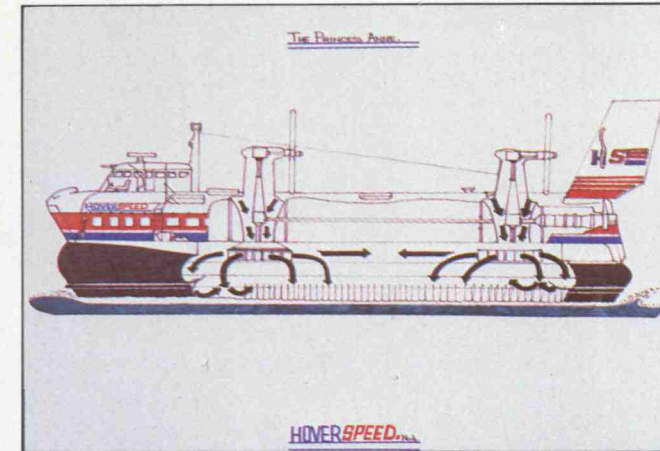
Now comes the challenge of Industry Year. Women of all ages need to keep up their maths and science and craft, design and technology together with their more traditional human and linguistic skills. That broad combination of knowledge is just the basis for a really innovative career woman in industry in today's information-technology based society, who can have a most interesting and well-paid job while contributing to the team designing and marketing new and valuable products to the benefit of society and themselves.

Craft, design and technology in schools needs to move up market from the old, rather dull and pedestrian wood and metalwork, and take on a new dimension in the practical problem-solving side of the work.

The new dimension will help young people in their later working situations to tackle the problems that they meet. Mechanical, technical, electrical,



4 The Prime Minister launching the WISE Bus



3 Illustration of girls' CDT project work at Hockley Greensward School, Essex

human problems: problems after school don't come in single subjects. Science & Technology Regional Organisations (SATROs) are closely involved in Industry Year, and there project competitions will help to highlight this aspect of craft, design and technology and enable students and schools to win exciting prizes and publicity.

It would be a good idea in Industry Year if teachers in co-operation with SATROs could plan projects for their students together with their local industry, including a properly structured visit, not just trailing round a factory which does not lead to understanding of the true nature of its work. Perhaps industry would help by providing prizes, and relevant materials and ideas connected with the development of their products. Best of all if young engineers and scientists at apprentice, craft, technician or technologist level could be released to help with the project and talk to the students about their work — young women as well as young men. They can more easily relate to young people of school age and really explain to them what their jobs are about and what makes them interesting, and at the same time also explode some of the myths about industry in children's minds.

Increasingly the application of electricity and industrial design is contributing to the health of the people of our nation. Apart from the better keeping properties of food in refrigerators and deep freezers and the better cooking facilities available today, there is also the improved apparatus available in hospitals for saving and protecting lives. Kidney machines, incubators for saving the lives of premature babies, X-ray machines, anaesthesia, and the manufacture of all sorts of pharmaceutical products — to mention but a few applications of modern science — have improved the life expectancy and health of the nation. All these developments are of great interest to women, and it is important that they should really understand how the apparatus works so that they too can control it, have the opportunity to hold satisfying, worthwhile and well paid jobs with the sense of their service to society as a whole.

With the increasing applications of

technology in all fields, computer-aided design and manufacture, robotics, travel and tourism, hotel bookings, whatever young people's interests, they need to know how the computer's efficiency can be applied to the benefit of their particular specialism. That way our technology will be able to compete with that of other high-technology nations and we can maintain the standard of living we all desire.

In 1981 there were 900 000 18-year-olds. In 1995 there will only be 600 000 — a dramatic drop of one-third. Already we are short as a nation of electronics and information-technology skills. The WISE campaign is about encouraging girls and women to enter these fields of work and bring their precious skills and talents to bear in these fields. As a girl at school wrote recently 'half the brains of the nation are in girls' and women's heads'. They need to have the courage to use those brains in new fields of work. As one who did so many years ago I can say how fascinating and satisfying work in industry can be. I hope many more girls and women will find it so. We cannot afford any longer to do without them if we are to continue to succeed as a developed industrial nation.

Many large employers have fortunately realised this and are going to considerable efforts to recruit girls and women, which did not happen even 10 years ago. It is a matter of enlightened self-interest, as without their technical input the forward-looking companies know they cannot prosper.

As more women enter industry and gain experience it will be important for industry to see that their talents are more fully used. Many women entered industry without prequalifications when they were young and now regret that they are stuck in low-paid dead-end repetitive jobs which are always the jobs most subject to redundancy.

As part of Industry Year it is important that industry should show its human side to the full. Caring about and retraining its existing workforce will not only exhibit those qualities but make good commercial sense in developing its most important resources to the full — its human resources. Employers are continually maintaining machinery and investing in new technological equipment. They know it would be madness not to do so if they want to keep their products up to date and retain their competitive edge in world markets. The Japanese know that that is only half the story, and continually update and retrain their workforce so that their skills are kept in line with the operation of the new equipment. We have got to do that far more too, and it is important to see that women willing and capable of being retrained are given opportunities to do so. That will be necessary at all levels of the workforce right up to management, and should contribute greatly to company loyalty as the women see opportunities open up for promotion and more interesting jobs, instead of redundancy.

Last year the Equal Opportunities



S Di Hill, Manager of ICL Off-site Unit

[courtesy ICL]

Commission produced its Code of Practice with all-party support leading to parliamentary approval. Its launch was wholeheartedly supported by the CBI, the TUC and the Department of Employment. We are hoping that it will be increasingly put into effect by employers as part of Industry Year. It is a practical and short document (HMSO £1.50 — ten for £7.50), and we hope will explain the law clearly to all involved in industry and thus avoid litigation. It goes on to give ideas on how to develop the skills and talents of women — 44% of the workforce and 51% of the population. It talks about recruitment, promotion, training, and how to help men and women to combine careers with responsible family life, a subject of fundamental importance in Industry Year when so many women go out to work. The availability of flexitime, part-time work, job sharing and off-site working can be very convenient to both employers and employees and be commercially attractive and lead to greater efficiency.

In December 1985 the Engineering Council launched its Career Break Working Party report, packed full of practical ideas to enable young women's talents and skills to remain up to date and move with the times while they bridge their comparatively short career break today as they have their families. That certainly makes good commercial sense in not losing expensive public and private investment in their education and training. Later they will probably have 20 years of full-time working life ahead of them to the mutual benefit of themselves and their employers as they remain in touch with fast-moving technological developments in their chosen careers.

Women represent half our national talent. Yet women working in industry often face traditional attitudes and work-



6 Selection of leaflets published by well known companies to help recruit women

ing conditions which raise barriers to their opportunities and development. Unless industry takes positive action to change this, it will not attract the girls and women whose talents are needed for the future.

Industry Year 1986 provides an incentive and an opportunity for employers to review and improve existing practice, and it is up to all women to make their voices heard and their needs known within industry during the year.

Let us make sure in 1986 and in the years to come that women see industry as a living force for the welfare of our nation. Let us also make sure that industry itself encourages them to take an active and constructive part in our industrial life, so that they feel at home there, among friends. They need to feel they will be fairly and sympathetically treated when it comes to recruitment, training and promotion, and in combining a successful career with responsible family lives. That way they too will reach positions of responsibility in management, and their skills, talents and expertise will be used to the full to boost our industrial success in the markets of the world. It is action like this which will help to halt our industrial decline, and ensure in future years that the UK earns its living and increases its prosperity to the benefit of us all.



File 13

10 DOWNING STREET

From the Private Secretary

5 November 1984

The Prime Minister has asked me to thank you and the Baroness Platt of Writtle for your letter of 1 November.

The Prime Minister was grateful to you for drawing her attention to the resolutions agreed at the WISE Conference, and has noted that you will be in touch directly with Departmental Ministers.

DAVID BARCLAY

Professor Daphne F. Jackson.

6

W.I.S.E. CF Pps.

THE WOMEN'S ENGINEERING SOCIETY

(INCORPORATED 1920)

25 FOUBERT'S PLACE
LONDON, W1V 2AL

Telephone : 01-437 5212

President
Prof. Daphne F. Jackson
D.Sc., F.Inst.P., M.I.E.E.
C.Eng., F.I.E.E.

Secretary:
MRS. A. SOTERIOU

The Rt. Hon. Margaret Thatcher, FRS, MP
10 Downing Street,
London S.W.1.

1 November 1984

GR

PM asked me to thank.

Dear Mrs Thatcher

The PM was grateful to you for drawing her attention to the resolutions agreed at the WISE Conference, and has noted that you will be in touch directly with Departmental Ministers.

We have pleasure in sending to you a statement of the resolutions agreed at the WISE Conference on Education and Training, organised by the Women's Engineering Society, which took place in London on 26-27 October.

Drub
5/11

Copies have also gone to the heads of the relevant government departments and organisations, and will be followed by copies of the detailed recommendations. We hope that these recommendations will serve as guidelines for action to implement the objectives of WISE Year, which we know have received your sympathetic interest.

We should be most grateful for your support.

Yours sincerely,

D. F. Jackson

Plaid Juristle

D. F. Jackson
President
The Women's Engineering
Society

Chairman
Equal Opportunities Commission

PRESS RELEASE



PRESS RELEASE

ACTION NOW,
SAY WOMEN ENGINEERS

Government, industry, educationalists, trade unions and professional institutions were asked this weekend to declare their commitment to encouraging more women into engineering and science at a London conference.

There were more than 200 delegates from all over the United Kingdom at the Women's Engineering Society conference on education and training ranging from educationalists to employers and students to chartered engineers.

In their demand for action now in the WISE '84 (Women Into Science and Engineering) campaign, they called on :

- The Confederation of British Industry and the Engineering Employers' Federation to ask all their members to state that they are committed to employing women in technical, supervisory and management positions, and to advancing the careers of these women in accord with their abilities.
- The Department of Education and Science to make a firm commitment to supporting improvements in the teaching of mathematics, science and technology for both sexes and all abilities and to provide special help and consideration for girls.

more follows

Action 2

- The TUC General Council, professional societies and institutions to state that they are committed to the employment and advancement of women in technical, supervisory and management positions in industry and educational organisations.

All four bodies were also asked to work for the acceptance of a number of detailed recommendations and to implement them where they fell within their authority.

The conference called upon The Engineering Council and the Equal Opportunities Commission to continue the initiatives of WISE Year, their campaign to encourage more girls and women to take up careers in science and engineering.

The conference called on the Government to assist engineering employers to cover the costs of retraining women who return to their careers. Senior industrial speakers said that such training will benefit the United Kingdom economy as a whole and help to reduce the national skill shortages.

The conference also recommended that help should be provided for girls on science and engineering degree courses where they are in a minority; that there should be more female lecturers in these subjects; careers services and advice to parents should be improved; and companies should adopt more flexible employment policies to overcome career breaks. It called on industry to monitor the career developments of women and to bring more women into senior posts as fast as possible, in the interim bringing them in on a part-time basis such as visiting professors and non-executive directors.

The conference passed several resolutions on primary and secondary education and recommended that more girls should be encouraged to study mathematics and physical science to 16+ by making it much more difficult than it is at present to "opt out" of such subjects, preferably by the introduction of a compulsory science element in a core curriculum. "Unless this is achieved all our initiatives will be remedial," said Professor Daphne Jackson, President of the Women's Engineering Society.

more follows

Action 3

Schools science teaching must be improved, particularly in primary schools, to overcome the sex differentiation that starts early with home experiences. "We should ensure that girls are shown at an early age that they can do science and enjoy it," she said.

The science curriculum should be revised to offer practical interest and appeal to girls, particularly by increasing its relevance to their present and future lives. Stronger links between schools and local industry should be developed, with scientists and engineers speaking in schools, visits to the work environment and practical work experience, where possible.

Issued by The Engineering Council on behalf of the Women's Engineering Society, on October 27, 1984.

Media inquiries to Ron Kirby, Director of Public Affairs at The Engineering Council, on 01-240 7891.

Science & Technology Dec 83

WISE

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN

Telephone 061-833 9244



From The Baroness Platt of Writtle,
C.B.E., M.A., C.Eng., M.R.Ac.S.,
Chairman.

BP/MB

31 October 1984

The Rt. Hon. Margaret Thatcher, MP,
The Prime Minister,
10 Downing Street,
LONDON

8/3/11

Dear Mrs Thatcher

upon
DMS
5/4

Thank you for your letter of 17 October regarding the names of women who might be candidates for consideration as members of nationalised industry Boards and other Government bodies.

I shall, of course, be delighted to meet Mr. Colin Peterson to discuss the list. The Commission already has a close working relationship with the Public Appointments Unit and I would welcome the opportunity of extending this co-operation.

I understand Mr. Knowles has now sent on to you his list of successful women including young engineers whom you may wish to invite to Downing Street on a suitable occasion.

If we can be of further assistance I do hope you will let me know. We are most grateful for your personal interest and support.

Yours sincerely

Platt Jumble

Baroness Platt of Writtle

SCI + TECH : WISE

Dec '83





fo vsc

10 DOWNING STREET

From the Private Secretary

MR. HATFIELD
CABINET OFFICE

Women and Public Appointments

Thank you for your minute of 15 October to Tim Flesher.

The Prime Minister has signed a slightly amended version of the draft reply to Baroness Platt, and I enclose a copy. She would be content for Sir Robert Armstrong to remind his Permanent Secretary colleagues about the desirability of putting forward women candidates on short-lists, at a suitable opportunity.

DB

17 October 1984

AP



10 DOWNING STREET

17 October 1984

THE PRIME MINISTER

Dear Lady Platt,

Thank you very much for your letter of 26 September, and for the list which you enclosed of women who might be candidates for consideration as members of nationalised industry Boards and other Government bodies.

I am very pleased to have these names, and have passed them to the Public Appointments Unit in the Cabinet Office. As I expect you know, the Unit maintains the Government's Central List of people who are suitable and willing to be considered for public appointments. Some of those you mention do of course already hold appointments and are known to the Unit. But others are not, and if you could possibly spare the time it would be most helpful if the Unit's Director, Mr. Colin Peterson, could come and see you about them.

I fully share your view of the importance of giving more women the opportunity to make a contribution to public life through membership of public bodies, and I particularly look forward to seeing Mr. Knowles's list of young women engineers.

Yours sincerely
Margaret Thatcher

The Baroness Platt of Writtle, C.B.E.

de BSM
c.co.

1/2



Prime Minister (3)

Ref. A084/2725

MR FLESHER

Yes not

Draft letter attached.
Content with the
suggestion at X?

Women and Public Appointments

Sub
16/10

You asked for a draft reply to Baroness Platt's letter of 26 September to the Prime Minister suggesting the names of women whom she considered suitable for appointment to the Boards of nationalised industries and other major public bodies.

2. As the Prime Minister will know, the Public Appointments Unit (PAU) here in the Cabinet Office maintains the Government's Central List of people who are available for possible appointment. The PAU already has details of several of Lady Platt's suggestions, some of whom hold or have held public appointments (for example Miss Eileen Cole, Dr Marsh and Miss O'Cathain). The PAU, whose Director is Colin Peterson, would welcome more details of the other names suggested by Lady Platt, and he could certainly contact her to pursue this.

X

3. To have the names of more suitably qualified women on the PAU's books is welcome, but is only a modest step towards securing more women in public posts; the need is for Ministers and Departments to be readier than they sometimes are to select women from the candidates on their short-lists. If the Prime Minister were content, that is a point Sir Robert Armstrong could make once again to his Permanent Secretary colleagues when next giving guidance on public appointments questions.

--- 4. I attach a draft reply for the Prime Minister's consideration.

R P HATFIELD

15 October 1984

DRAFT LETTER FROM THE PRIME MINISTER TO :-

The Baroness Platt of Writtle CBE MA CEng M.R.A.E.S
Chairman
Equal Opportunities Commission

Thank you ^{very much} for your letter of 26 September with a ^{and for suggesting}
the list ^{which you enclosed} of names ^{who might be suitable candidates} of women ~~whom you consider would be~~
~~suitable~~ for consideration as members of nationalised
industry Boards and other Government bodies.

I am very pleased to have these names, and have
passed them to the Public Appointments Unit in the
Cabinet Office. ^{I expect} As ~~you may~~ know, the Unit maintains
the Government's Central List of people who are
suitable and willing to be considered for public
appointments. Some of those you mention do of
course already hold appointments and are known to the
Unit, ^{but others are not, and if you could possibly spare the time} but ~~it would be most helpful if the Unit's~~
Director, Mr Colin Peterson, could come and see you ^{by your}
~~to discuss the names you have given and to learn~~
~~about those who are not yet on the Central List.~~
^{them.}

I hope that you would be ready to talk to ^{Mr} ~~him~~ about
your suggestions and to help us further in this way.
I look forward, too, to Mr Knowles's list of young women
engineers. I fully share your view ~~that it is very~~
^{of the importance}



^{of giving} ~~desirable~~ that more women ^{the ~~etc~~ opportunity} ~~should be able to~~ make
a contribution to public life through membership
of public bodies; and I particularly look forward
to seeing Mr Knowles's list of young
women engineers.

Margaret Thatcher

CONQUEROR
LONDON

Science & Tech



DEC 83

WISE

COMPUTER
IN
LONDON

File

050

1 October 1984

I enclose a copy of a letter which the Prime Minister has received from the Baroness Platt of Writtle.

I should be grateful if you would let me have a draft reply for the Prime Minister's signature, to reach this office by Monday, 15 October.

BF

Timothy Flesher

Richard Hatfield, Esq.,
Cabinet Office.

2/8

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN

Telephone 061-833 9244

From The Baroness Platt of Writtle,
C.B.E., M.A., C.Eng., M.R.Ac.S.,
Chairman.

BP/EMM

26 September 1984

Private & Confidential

The Rt.Hon.Margaret Thatcher, MP.
Prime Minister,
10 Downing Street,
LONDON.

Dear Mrs Thatcher

Since our meeting in July before you honoured us by launching the W.I.S.E Bus I have been considering your request to me to suggest the names of women who would be efficient and financially competent to put on major national bodies such as the Boards of nationalised industries, etc.

I believe it is very important that women should take part in this kind of enterprise, and put forward their point of view, which may be very different from that of the men who normally form the majority of members of Boards of this kind. I also believe that if intelligent women of initiative take part in high-level decisions, they will gather the sort of experience which will enable them in future years perhaps to chair decision-making committees of importance themselves.

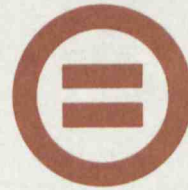
In a busy life I meet a number of women for short periods, perhaps on succeeding public occasions. I do not know their politics, and the judgement I make is bound to be based on short acquaintance and the knowledge I have of their public life and the responsibilities they shoulder at work. I hope the list will be helpful, and you will, of course, be able to have their experience researched to see if it fits the particular appointment you have in mind.

Yours sincerely
Platt Writtle

Baroness Platt of Writtle

Enc.

London Office: 1 Bedford Street, WC2E 9HD Telephone: 01-379 6323



Equal
Opportunities
Commission

Mrs. Valerie Boakes	Group Commodity Adviser Napier & Brown Limited
Mrs. Jean Heron	Managing Director, Herondrive
Mrs. Julia Cleverdon	The Industrial Society
Mrs. June O'Dell	National President, Business & Professional Women's Clubs Estate Agent
Mrs. Nancy Catchpole	Co-Chairman, Women's National Commission
Miss Audrey Head (home)	Chairman, Unit Trusts Association "West Chantry", 4 Clifford Manor Road, GUILDFORD, Surrey. GU4 8AG
Mrs. Judith Walpole (recently re-married)	Vice-Chairman, Association of County Councils Education Committee Chartered Accountant
Dr. Barbara Marsh	Chairman, Shropshire Education Committee, Chemist
Mrs. Stephanie Shirley	Managing Director F. International Ltd.
Mrs. Penny Hutley	Financial Director F. International Ltd.
Miss Diana Rookledge	Personnel Officer, Marks & Spencer plc. Equal Opportunities Commissioner
Miss Eileen Cole	Head of Market Research, Unilever
Mrs. Emily Blatch	Leader Cambridgeshire County Council

Mrs. Barbara Calvert, QC.	Head of her own Chambers (home) 158 Ashley Gardens, London. SW1P 1HW
Miss Detta O'Cathain, OBE,BA.	Milk Marketing Board
Mrs. Anne Harris	Chairman National Federation of Women's Institutes
Mrs. Janet Ramsden	Chairman National Union of Townswomen's Guilds
Dr. Jean Scott	President Medical Women's Federation
Mrs. Jean Viall	President National Council of Women of Great Britain

You met Mr. W. Knowles, our Assistant Chief Executive on the day of the launch of the W.I.S.E. Bus, and he suggested the following women of whom I only know Sara Morrison, but they seem very worthy of your consideration:

Ms Claire Mulholland,
Chief Assistant, TV1,
I.B.A.
70 Brompton Road,
LONDON.
SW3 1EY

Mrs. Jennifer D'Abo
Ryman's Stationers (owner)
24-27 Thayers Street,
LONDON.
W1M 6BQ

Mrs. Elizabeth MacDonald-Brown,
Director,
Knight Frank & Rutley,
20 Hanover Square,
LONDON.
W1R 0AH

The. Hon. Sara Morrison,
Director,
GEC,
1 Stanhope Gate,
LONDON.
W1A 1EH

Mr. Knowles is gathering a separate list of young women engineers for you which you requested, and will be letting you have it in the near future.

SCIENCE & TECH: WISE

Bel 83

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN

Telephone 061-833 9244

From The Baroness Platt of Writtle,
C.B.E., M.A., C.Eng., M.R.Ac.S.,
Chairman.



BP/EMM

Prime Minister (4)

26 July 1984

The Rt. Hon. Margaret Thatcher, M.P.
Prime Minister,
10 Downing Street,
LONDON.
SW1A 2AL

Dear Mrs Thatcher

W.I.S.E. Bus Launch

I am most grateful that you were able to give such wonderful support to the W.I.S.E. (Women into Science and Engineering) initiative during the first year of its existence.

Through launching the bus in Downing Street, you have helped tremendously in bringing the campaign into the public eye and provided enormous encouragement to young people to consider careers in Britain's growing technical and scientific industries.

May I thank you most sincerely on behalf of all the organisations involved in supporting the campaign, for adding your much appreciated seal of approval.

A great deal of hard work went into the launch of the W.I.S.E. bus, as you can imagine, and everybody was deeply grateful for your thoughtfulness in arranging their tour of 10 Downing Street. They were naturally fascinated by your dining-room devoted to science, and the opportunity of seeing such an historic and beautiful house. For those delightful girls particularly it will be a day they will never forget - and that goes for all of us.

Yours sincerely
Platt Glendon

Baroness Platt of Writtle

SCIENCE + TECH : W. I. S. E .

Dec 83



PRIME MINISTER

Prime Minister

*Diff. meeting later, for
signature if you agree?*

'WISE' BUS LAUNCH
(Women into Science and Engineering)

*DL
25/7*

You are to launch the Equal Opportunity Commission's 'WISE' bus, in Downing Street on Wednesday 25 July, at 10.45 am. The bus is a converted double decker mobile training centre, equipped with computers and micro-processors. It will visit schools throughout the country giving girls the opportunity of 'hands on' experience of new technology.

The timetable of events is as follows:

EOC Chairman, (Baroness Platt of Writtle, and WISE '84 Co-ordinator (Wilf Knowles, will meet you inside the hall to say hello. They will take you out into the Street and upstairs onto the upper deck of the bus. (The stairs will be quite steep and sensible shoes would be best.) Here, EOC Deputy Chairman Mrs Jane Finlay, will introduce you to the guests.

Those guests are:

Mr Archie Forster
Chairman and Chief Executive
Esso

Mr John Bond
General Manager
NATWEST Bank

Mr Derek Guy
PR Manager
Burmah-Castrol

Mr Alan Clark
Department of Employment

Mr Kenneth Baker
Department of Trade and Industry

Dr Eric Bates
Head Industry/Education Unit
Department of Trade and Industry

Dr Kenneth Miller
Director-General
The Engineering Council

Philip Hendry
Leader of Council
Bedfordshire.

This should take around 10 minutes. Lady Platt will then invite you down to the lower deck where the main activity will take place (guests on the upper deck will stay there to view a video). Four Bedfordshire schoolgirls will be handling computer and audio-visual equipment. You will be greeted by Ron Denney, Project Director of the British School Technology (BST), and Geoff Shillito, BST. They will introduce you to Roger Holmes, Deputy Project Director, BST, and Mike Hopkinson, a teacher, and the four girls: Helen Basham (18), Queensbury Upper School; Claire Badcock (15), Samuel Whitbread Upper School; Katrina Bell (14), Samuel Whitbread Upper School, and Jill Reynolds (13), Alameda Middle School.

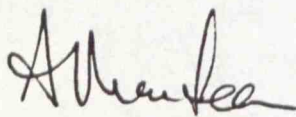
At this point you will be invited to take part in handling the equipment. We shall have photographers and 2 film crews present. They will be invited onto the platform of the bus in twos - room for manoeuvre is limited - but we shall keep them moving fairly rapidly.

On departing from the bus Lady Platt hopes to say a few words of thanks both to you and to the guests, who represent some of the interests which have offered support. She would say this in this Street, and use that occasion to present you with a special information pack about the bus. As soon as you have stepped off the platform the EOC team will bring the guests quickly down the stairs and onto the Street. This should only take two minutes.

The EOC would be delighted if you would sport one of their sticky lapel badges (attached). Content?

They also hope to have a short message from you to make available at their press conference - to be held at their Bedford Street headquarters following the launch. (Content to sign the message attached?)

I shall be in attendance.



ANDREA MACLEAN
PRESS OFFICE

24 July 1983



10 DOWNING STREET

THE PRIME MINISTER

The future of this country depends on our remaining in the forefront of technology. We will only stay ahead if we make full use of all the human talent at our disposal; and among other things this means persuading more girls to take up careers in science and engineering.

I am therefore delighted to hear of the very encouraging reaction from education and industry to your WISE campaign for 1984. The WISE bus is an imaginative and essential part of that campaign. It will inform and encourage its visitors and stimulate girls to take a greater interest in science and technology. Young people and their teachers will respond to the well designed layout and the opportunity to have "hands on" experience of micro-computers and other examples of the latest technology.

I am sure that the WISE bus will be in great demand from schools throughout the country. I am very happy to launch it on its way.

JULY 1984



PA
DMS
24/7

BACKGROUND BRIEF

WISE BUS DOWNING STREET LAUNCH: 25 JULY 1984

The idea of the Bus arose out of discussions between Dr Bates (IEU) and Baroness Platt, Chairman of the EOC, who is interested in the British School Technology Programme which initiated the idea of using converted buses to promote technology courses in schools. Rio Tinto Zinc came up very quickly with a secondhand bus, and we have arranged for it to be completely gutted and refitted by BST. We have also arranged the touring schedule through BST to all Local Education Authorities. Our financial contribution has been £17,000 and we have secured promises of at least that amount in cash from other companies and the MSC to take care of running costs.

Department of Trade and Industry
Industry/Education Unit

July 1984

SU + Tech: "Wise 84" Dec 83



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Faint, illegible text, possibly bleed-through from the reverse side of the page.



10 DOWNING STREET

From the Private Secretary

13 July, 1984.

Women into Science and Engineering

BF | Our Press Office have been in touch with your officials about an invitation which the Prime Minister has accepted to launch the "WISE" bus on 25 July.

I should be grateful if you could provide a background brief for this occasion. The Equal Opportunities Commission are sending some material direct, which there is no need to duplicate - no doubt your officials will be able to arrange an appropriate division of responsibilities.

attached to my to / RC 25/3 ?
The Prime Minister has also agreed to send a message to coincide with the launch of the bus. I attach a draft prepared by the Press Office on the basis of one prepared by the Equal Opportunities Commission. I should be grateful to know whether you would like to suggest any revisions.

David Barclay

Andrew Lansley, Esq.,
Department of Trade and Industry.

MISS CHRISTOPHERSON

[Handwritten signature]

As I mentioned earlier today, the Prime Minister has accepted an invitation from Lady Platt of the Equal Opportunities Commission to launch a bus which will carry an exhibition to schools in connection with Women Into Science and Engineering Year (WISE '84). I attach Lady Platt's invitation, and my reply.

The person dealing with this at the EOC, whose name is Mr. Knowles, duly telephoned today. I have provisionally agreed that the launch should happen at about 1100 hours on Wednesday, 25 July, and that it will last no more than three quarters of an hour. Could you please arrange for a member of the Press Office to contact him on 061 833 9244 to discuss media arrangements?

[Faint watermark: CHRISTOPHERSON]

[Handwritten initials: DM3]

DAVID BARCLAY

*Andrea -
you are dealing
RC*

*DM3
26/3
Mr. Barclay - Andrea will
be handling this one
I will be in touch
with Mr Knowles.
RC*

23 March 1984



10 DOWNING STREET

From the Private Secretary

16 March 1984

The Prime Minister has asked me to thank you for your letter of 12 January. I am very sorry that because of an oversight in this office you have not received a reply before now.

In your letter you kindly invited the Prime Minister to undertake two engagements. As I am sure you will know, the Prime Minister has had to decide with regret that she is unable to accept the invitation from the Vice-Chancellor of Surrey University to deliver the Leggatt Lecture. She would however be very pleased to take part in the launch of the WISE engineering bus, provided of course that we can find a mutually convenient date and time. The Prime Minister hopes that it might be possible for the launch to take place here at Downing Street, if that is acceptable to you.

BF | Perhaps you could kindly arrange for someone from your office to contact me or my colleague Caroline Ryder to discuss the detailed arrangements. Both Caroline and I can be reached on 01-930 4433.

David Barclay

The Lady Platt of Writtle, C.B.E.



Equal Opportunities Commission



Overseas House, Quay Street, Manchester M3 3HN. Tel: 061-833 9244

BP/MB

12th January 1984

R14

The Rt. Hon. Margaret Thatcher MP,
Prime Minister,
10 Downing Street,
LONDON

Dear Mrs Thatcher

The Equal Opportunities Commission and the Engineering Council are co-operating to designate 1984 as 'Women Into Science and Engineering (WISE) Year', with the aim of encouraging more girls and women to consider careers in the areas of engineering, science and technology, and I enclose a copy of a WISE Information Paper.

Letters have been sent to all schools, post-school educational institutions and local education authorities in Great Britain, and to over two hundred companies, and there has been a most encouraging response to this initial approach. Over fifty projects are planned for 1984, ranging from 'science weeks' in primary schools to polytechnic and university conferences, and several companies are producing special recruitment literature to mark the occasion.

Your desire to create a stronger industrial base to aid our economic recovery is a fundamental part of your policy, which I wholeheartedly support. It is essential that the potential skills of girls and women are not lost to industry through their own lack of awareness or because of inadequate information or encouragement. Industry requires the highest possible skills at all levels, and a fundamental principle of the WISE campaign is to attract girls and women to possible careers across the whole spectrum of technology related industries.

...../

The Rt. Hon. Margaret Thatcher MP

We would be very honoured if you were able to demonstrate your support for WISE '84 by undertaking two engagements, both of which would be arranged to fit in with your busy programme.

This year's Leggatt Lecture at the University of Surrey will be related to WISE'84, and I know that the Vice-Chancellor intends to invite you to present this lecture. If you were able to accept this invitation, you would obviously make a significant impact upon a prestigious and influential academic audience.

WISE'84 does not relate solely to girls and women with high academic qualifications, however, and in an attempt to increase the interest of all girls at school, we are planning to have a WISE Engineering Bus equipped with video facilities, computer hardware and careers information, which will visit schools throughout Great Britain during the campaign. We have purchased a bus, with the financial support of Rio Tinto Zinc and the National Westminster Bank, and this will soon be undergoing the conversion process. I am sure that interest in the Engineering Bus would be greatly increased if you were able to launch the vehicle on its inaugural journey.

The Equal Opportunities Commission and the Engineering Council would be honoured if you were able to undertake the engagements outlined above, and I would be pleased to meet you or your officials to discuss these events in more detail if you felt that such discussions would be helpful.

Yours sincerely

Platt J. Writtle

Baroness Platt of Writtle

Enclosure - WISE white jacket information paper

MR BARCLAY

WISE BUS

Just a short note to bring you up to date with events.

The EOC are putting in the post to me today a complete list of guests, the names of the third year girls and the school they come from and the shape of their programme.

Broadly, the Chairman of the EOC Lady Platt of Writtle, and one of her officials, Wilf Knowles, will greet the PM in the hallway and extend their thanks etc. All three will go into the street and onto the Bus. The Prime Minister will go upstairs first and be introduced quickly to the main guests by the EOC Deputy Chairman Mrs Jane Finlay. This should take about ten minutes and no more - I've alerted the EOC to the need to keep this fast moving otherwise the youngsters downstairs will miss out - and to help in that, I've warned that the PM should not be offered a cup of coffee while she's upstairs. (Guests will get a coffee once the PM has left.

Downstairs she will spend the rest of the time talking to the third formers operating the audio-visual equipment and the computer hardware and there will be the opportunity here for her to 'have a go'. We will keep the photopool people downstairs all the time - none of this meeting on stairway business.

EOC will also send me next week an information pack. They will hand out packs to the press on the day and the PM will receive a special pack as she leaves - I thought this was better than at the start because she would only have to carry it around. We will of course provide her with background before the day - including some WISE lapel stickers, which the EOC would be thrilled if she could wear - one would be enough, no need for over enthusiasm!

When writing to DTI private office you will be able to mention that Dr Eric Bates, of DTI's education/industry unit, is involved in all of this. We talked a while back and he was more than happy to get some briefing together.

AM

The WISE Bus

1. Funded by -

Esso	(£15000)
Rio Tinto Zinc	(£ 1000)
National Westminster Bank	(£ 1000)
Burmah Castrol	(year's oil supply)
Manpower Services Commission	(£12000)
Department of Trade and Industry	(£17000)
Department of Employment	(£12000)

2. The total cost of purchasing, converting, painting, equipping, maintaining, staffing and administering the Bus for the school year 1984/85 is - £58000

3. The Bus will be integrated with the British Schools Technology Project under which trailers equipped as training centres will visit LEAs to provide training in new technologies for teachers.

4. A few weeks after the initial training period of one week, the WISE Bus will visit selected schools which had teachers on the training scheme and it will be part of the teachers' project work to arrange and supervise the groups of girls on the Bus.

5. It is envisaged that the Bus will spend one day at each school, with four or five groups of girls using the Bus each day.

6. The girls will visit the Bus in groups of twenty for 1 to 1½ hour sessions. Ten of the girls will receive teaching about, and practical experience of, new technologies on the lower deck, while on the upper deck the other girls will be able to view video material about careers for women in science and engineering and to study booklets and visual aids. The groups will then change over.

7. The video equipment has been donated by Thorn EMI.

8. The Bus was converted, painted and equipped by the Bedfordshire Technology Unit and is administered from the British Technology Centre at Trent Polytechnic.

DRAFT - PRIME MINISTER'S LETTER

Women into Science and Engineering

It has been encouraging to read of the tremendous reaction from both the education sector and industry to your WISE campaign during 1984 and I am sure that the WISE bus will prove to be very popular as it visits schools from September onwards.

The fact that young people and their teachers can actually learn by using audio visual equipment will surely help to stimulate the interests of young people in physical sciences and technology.

The encouragement provided by the Equal Opportunities Commission and the Engineering Council to girls in particular, I hope will increase the numbers who are qualified to take up the job opportunities which are being offered by Britain's growing industries.

(Closing remarks by the Prime Minister?)

I Morgan - EOC
June 1984

DRAFT MESSAGE FROM THE PRIME MINISTER FOR USE AT THE WISE PRESS
CONFERENCE

I have been very encouraged to hear of the tremendous reaction from both the education sector and industry to your WISE campaign for 1984. And I'm sure that the WISE bus will prove to be particularly popular on its visits to schools throughout the country.

Giving young people and their teachers the chance of 'hands on' experience of audio visual equipment and computer hardware must help to stimulate interest in the physical sciences and technology.

It is so important that the potential skills of girls are not lost to industry through lack of awareness or because of inadequate information or encouragement. Your WISE Bus will do much to stimulate the imagination of many while on its travels - I am very happy to be present on its first outing, and launch it on its way.

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN

Telephone 061-833 9244



From The Baroness Platt of Writtle,
C.B.E., M.A., C.Eng., M.R.Ae.S.,
Chairman.

BP/EMM

21 March 1984

28/3
David Barclay, Esq.,
The Private Secretary,
10 Downing Street,
LONDON.

Dear Mr Barclay

Thank you for your letter dated 16 March.

I am delighted that the Prime Minister has agreed to launch the WISE Bus, and I am sure that her support will increase significantly the interest in, and impact of, WISE '84. I look forward to the event with great pleasure.

I have asked Mr. Knowles, my Assistant Chief Executive and the Co-ordinator of WISE '84, to liaise with you over a date for the launch, and he will be contacting you in the near future.

Yours sincerely

Platt

Baroness Platt of Writtle

Science & Tech 12/83

WISE

23 MAR 1984

12 1
11 2
10 3
9 4
8 5



File ECL
Caroline: to remind.
PE
23/3

10 DOWNING STREET

From the Private Secretary

16 March 1984

The Prime Minister has asked me to thank you for your letter of 12 January. I am very sorry that because of an oversight in this office you have not received a reply before now.

In your letter you kindly invited the Prime Minister to undertake two engagements. As I am sure you will know, the Prime Minister has had to decide with regret that she is unable to accept the invitation from the Vice-Chancellor of Surrey University to deliver the Leggatt Lecture. She would however be very pleased to take part in the launch of the WISE engineering bus, provided of course that we can find a mutually convenient date and time. The Prime Minister hopes that it might be possible for the launch to take place here at Downing Street, if that is acceptable to you.

BF | Perhaps you could kindly arrange for someone from your office to contact me or my colleague Caroline Ryder to discuss the detailed arrangements. Both Caroline and I can be reached on 01-930 4433.

David Barclay

The Lady Platt of Writtle, C.B.E.

55

PRIME MINISTER

(11)

Women Into Science and Engineering

G G CF
PPD PCC

15/3

Last December Robin Nicholson sent you the attached note about Women Into Science and Engineering Year (WISE 84). The year is a joint initiative by the Equal Opportunities Commission and the Engineering Council. Dr. Nicholson recommended that you should accept a suitable invitation to take part.

We have now received two such invitations. You agreed to decline the first (to give a lecture at Surrey University) on diary grounds.

The second invitation comes from Lady Platt of the Equal Opportunities Commission. She asks you to launch a WISE engineering bus, which will contain a travelling exhibition for schools. This approach is supported by Rio Tinto Zinc and the National Westminster Bank. Details of the launch have yet to be settled but you would probably be asked to take part in a brief ceremony either at Downing Street or at the House.

This need not take a lot of your time. Agree, in the light of Robin Nicholson's advice, to accept in principle, subject to our finding a convenient date, and to the launch being at Downing Street rather than the House?

Yes mb

Dms

14 March 1984



Prime Minister

For information at this stage. We can expect a request later for you to be associated with a specific "wise" event.

MJ

PRIME MINISTER

WOMEN INTO SCIENCE AND ENGINEERING YEAR - WISE '84

*Shub
15/12*

David Young has recently pointed out that future skill shortages may be the factor which limits technological change and economic recovery in the later years of this decade.

2. The principal under-utilised skill resource in this country is women. A paltry 2 per cent of the scientific and technological workforce are women and even today women account for only 21 per cent of people taking first degrees in science and technology (of whom only one-third are in engineering).

3. It is against this background that Women into Science and Engineering, 1984 (WISE '84) has been formed as a joint initiative of the Equal Opportunities Commission and the Engineering Council. These organisations believe that science-based and engineering industry can no longer afford to neglect the talent and ability that women have to offer. Already there are skill shortages in electronics and a more general concern among employers over the quality of skilled workers available. The situation will worsen as the economic recovery strengthens.

4. The Equal Opportunities Commission attributes the under-representation of women in science and engineering to:

- i. a differentiated school curriculum where science is often regarded as a boys' subject
- ii. careers advisers not encouraging girls to pursue technical and scientific activity
- iii. attitudes of trainers and employers.

5. The WISE 1984 programme is to be launched on 17 January at the London Press Centre, when there will be presentations by Baroness Platt, Chairman of the Equal Opportunities Commission and Sir Kenneth Corfield, Chairman of the Engineering Council. The campaign will be aimed at teachers, pupils, parents and engineering employers, and will provide posters, leaflets and publicity in teachers' journals, teenage and adult magazines.

6. The programme will include school-industry link schemes, residential courses or conferences for schoolgirls at universities and polytechnics, lectures and seminars in schools, universities and professional institutions, and an 'engineering bus' to visit all local education authorities in 1984, to give advice to girls on engineering.

7. I believe that WISE '84 is a worthwhile initiative deserving encouragement. It is sponsored by reputable organisations, the programme is well planned and the objective accords with the Government's overall industrial strategy. I hope you will feel able to give some personal encouragement to WISE during 1984 and I would be happy to advise on specific requests which you receive.

ABN

ROBIN B NICHOLSON
Chief Scientific Adviser

Cabinet Office
12 December 1983

Equal Opportunities Commission
Overseas House
Quay Street Manchester M3 3HN
Telephone 061-833 9244



Your reference

Our reference

EAH/EMM

Date

12 March 1984

David Barclay, Esq.,
10 Downing Street,
LONDON.

Dear Mr. Barclay

I understand from Victoria Harrison in the Cabinet Office that Mrs. Thatcher has not received the Commission's letter of 12 January 1984. I enclose a copy herewith, and I hope it may be possible for the Prime Minister to "launch" the Equal Opportunities Commission's "WISE" Bus.

I look forward to hearing from you in due course.

Yours sincerely

Elizabeth Harris

Elizabeth Harris (Miss)
Private Office

Enc.

BP/MB

12th January 1984

The Rt. Hon. Margaret Thatcher MP,
Prime Minister,
10 Downing Street,
LONDON

The Equal Opportunities Commission and the Engineering Council are co-operating to designate 1984 as 'Women Into Science and Engineering (WISE) Year', with the aim of encouraging more girls and women to consider careers in the areas of engineering, science and technology, and I enclose a copy of a WISE Information Paper.

Letters have been sent to all schools, post-school educational institutions and local education authorities in Great Britain, and to over two hundred companies, and there has been a most encouraging response to this initial approach. Over fifty projects are planned for 1984, ranging from 'science weeks' in primary schools to polytechnic and university conferences, and several companies are producing special recruitment literature to mark the occasion.

Your desire to create a stronger industrial base to aid our economic recovery is a fundamental part of your policy, which I wholeheartedly support. It is essential that the potential skills of girls and women are not lost to industry through their own lack of awareness or because of inadequate information or encouragement. Industry requires the highest possible skills at all levels, and a fundamental principle of the WISE campaign is to attract girls and women to possible careers across the whole spectrum of technology related industries.

...../

The Rt. Hon. Margaret Thatcher MP

We would be very honoured if you were able to demonstrate your support for WISE '84 by undertaking two engagements, both of which would be arranged to fit in with your busy programme.

This year's Leggatt Lecture at the University of Surrey will be related to WISE'84, and I know that the Vice-Chancellor intends to invite you to present this lecture. If you were able to accept this invitation, you would obviously make a significant impact upon a prestigious and influential academic audience.

WISE'84 does not relate solely to girls and women with high academic qualifications, however, and in an attempt to increase the interest of all girls at school, we are planning to have a WISE Engineering Bus equipped with video facilities, computer hardware and careers information, which will visit schools throughout Great Britain during the campaign. We have purchased a bus, with the financial support of Rio Tinto Zinc and the National Westminster Bank, and this will soon be undergoing the conversion process. I am sure that interest in the Engineering Bus would be greatly increased if you were able to launch the vehicle on its inaugural journey.

The Equal Opportunities Commission and the Engineering Council would be honoured if you were able to undertake the engagements outlined above, and I would be pleased to meet you or your officials to discuss these events in more detail if you felt that such discussions would be helpful.

Baroness Platt of Writtle

Enclosure - WISE white jacket information paper



FUE 26/1 R07

WOMEN into Science & Engineering (Lady PLATT)

10 DOWNING STREET

From the Private Secretary

DR. NICHOLSON
CABINET OFFICE

~~David~~ - Any more on this?

~~Kay~~
Not yet.

Kay
27/1

WOMEN INTO SCIENCE AND ENGINEERING YEAR

27/1

The Prime Minister was most grateful for your minute of 10 January about the invitations from Surrey University and from Lady Platt in connection with WISE 1984.

The Prime Minister has considered very carefully whether she could accept the invitation to deliver the Leggett Lecture in May/June. She has reluctantly concluded however that she cannot - this is always a very busy time of year, and this year there are two Summits to add to the other pressures on her programme. The Prime Minister has written accordingly to the Vice-Chancellor of Surrey University.

We have not yet heard from Lady Platt about the "engineering bus". But your advice will be most helpful when it arrives.

I am sending a copy of this minute to Richard Hatfield.

(David Barclay)

12 January, 1984

VC



10 DOWNING STREET

THE PRIME MINISTER

12 January 1984

Dear Dr. Kelly,

Thank you for your letter of 5 January.

I am most grateful to you, on behalf of the University of Surrey, for inviting me to give the Leggett Lecture. I very much regret that I am not going to be able to accept. My speaking programme, already overcrowded for this year, has now been finalised and I feel unable to put anything more into my diary.

With best wishes and could you kindly pass on this reluctant refusal to all concerned.

Yours sincerely
Raymond Delisle

Dr. A. Kelly,
Vice-Chancellor of the University of Surrey

VC

PRIME MINISTER

Women into Science and Engineering

In the attached note Dr. Nicholson recommends you to accept two invitations connected with "Women into Science and Engineering Year". The first is the invitation from the Vice-Chancellor of Surrey University to deliver the Leggett Lecture in May/June. The second is an invitation which we can expect shortly from Lady Platt for you to launch "an engineering bus" which will contain a travelling exhibition.

Before we received Dr. Nicholson's minute, you had in fact signed a letter to the Vice-Chancellor of Surrey declining the invitation to deliver the lecture. I have held this back.

As you know you already have a very full programme of speaking engagements, and you may feel that - notwithstanding Dr. Nicholson's advice - it would be wiser to decline the lecture. If so, we could simply send off the letter you have already signed. You will wish to consider Lady Platt's invitation when we receive it, but at first sight this does sound a possible way in which you could lend your support to the Wise Year without committing too much time.

Agree we decline the lecture, and consider Lady Platt's invitation sympathetically when it arrives?

DMB

11 January 1984

May / June is
a very bad time for us
because of 2 Annants, fo,
one of which we are host
i. Report out

10 January 1984

PRIME MINISTER

WOMEN INTO SCIENCE AND ENGINEERING YEAR - WISE 1984

My minute dated 12 December 1983 indicated why I believe that WISE '84 is a worthwhile initiative deserving your encouragement. Its objectives are supportive of the Government's overall strategy.

2. In considering the invitation from the Vice-Chancellor of Surrey University for you to deliver the Leggett Lecture, you should know that a letter is on its way from Baroness Platt, Chairman of the Equal Opportunities Commission (a co-sponsor of WISE '84), asking whether you might consider giving both the lecture and being involved in the launch of an 'engineering bus' (to which the Department of Trade and Industry have contributed funds). The 'bus' will contain an exhibition giving advice to girls on engineering and will visit schools in all local education authority areas. Baroness Platt's letter will elaborate on this venture.

3. The 'bus' idea seems an imaginative one and I understand that the suggestion will be to launch it from the House of Commons forecourt or Downing Street. I recommend that you accept this invitation.

4. The lecture would, of course, make much more significant demands on your time but it would, however, provide an opportunity for you to pick up some of the themes of your Lancaster House Seminar on Science, Technology and Industry. I have in mind themes such as the need for all children (both boys and girls) to have a basic familiarity with science and engineering so that we become a more technologically

aware society; the need for better university/industry links and for better partnerships between university scientists and business entrepreneurs to create new industries; the value and protection of intellectual property rights; and the importance of applying the UK's science and technology skills to make our industry competitive in world markets. As the lecture is due to take place roughly a year after the Seminar and the location is an important technological University which recently won the competition for the Racal Chair in Information Technology, it would be a useful time and place to reinforce these messages of the Seminar. I hope you will feel able to accept this invitation, and I would of course be pleased to be involved in the lecture's preparation.

5. I am copying this minute to Sir Robert Armstrong.

RBN

ROBIN B NICHOLSON
Chief Scientific Adviser

- 2 -

10 January 1984

SCIENCE + TECH: Women into Science

Sec 83

11 JAN 1984

11 JAN 1984



10 DOWNING STREET

THE PRIME MINISTER

Thank you for your letter of 5 January.

I am most grateful to you, on behalf of the University of Surrey, for inviting me to give the Leggett Lecture. I very much regret that I am not going to be able to accept. My speaking programme, already overcrowded for this year, has now been finalised and I feel unable to put anything more into my diary.

With best wishes and could you kindly pass on this reluctant refusal to all concerned.

Dr. A. Kelly,
Vice-Chancellor of the University of Surrey

W.016

6 January 1984

TO: MR TURNBULL, No 10

cc: Dr Harrison

FROM: DR NICHOLSON

WOMEN INTO SCIENCE AND ENGINEERING YEAR - WISE 84

Further to my minute to you of 12 December, the Vice-Chancellor of Surrey University has sent me a personal copy of his letter to the Prime Minister of 5 January inviting her to deliver the Leggett Lecture.

My advice to the Prime Minister on this invitation will depend on the importance which the Equal Opportunities Commission place on this particular event in the context of WISE 84 as a whole. I expect to get some views from the EOC on this on Monday and you may wish to delay putting Dr Kelly's letter in front of the Prime Minister until then.

PN

Sci +
Technology

Wander into
Science

Dec. 83



16 JAN 1984



COMMISSIONER



UNIVERSITY OF SURREY

Guildford Surrey GU2 5XH Telephone (0483) 571281 Telex 859331

*From the Vice-Chancellor
A. Kelly, FEng, FRS*

5 January 1984

The Rt Hon Margaret Thatcher MP
Prime Minister
10 Downing Street
London SW1

Dear Prime Minister,

The University of Surrey has each year an important public lecture in which the lecturer gives his or her views on Man's attitude to modern technology within the ethos of a technological university, and hence comments on technological education for the modern world. Among previous speakers have been the President of the Royal Society; Sir Peter Medawar; Lord Dacre of Glanton.

This lecture is named after the first Vice-Chancellor (Dr Leggett) and has traditionally taken place during the period May-June. The most convenient time is usually 5.30 pm on a Wednesday.

This year is the year of Women into Science and Engineering which, as you know, is sponsored by the Engineering Council and the Equal Opportunities Commission.

In conjunction with the leadership of WISE, notably Baroness Platt, Chairman of the Equal Opportunities Commission and Sir Kenneth Corfield, Chairman of the Engineering Council, together with Professor Daphne Jackson, President of the Women's Engineering Society and Dean of the Faculty of Science at Surrey, I would like to invite you to give this year's Leggett Lecture at the University of Surrey. If you agree, we would like to make it the main event of the year sponsored by Women into Science and Engineering.

It may perhaps be of interest to you to have a forum in which you wish to explain your own philosophy in a non-political context indicating your view of the work ethic and Man's and Woman's relationship to the technology by which we all live. We would all be most honoured if you would consent to do so.

Dr Robin Nicholson is familiar with the background to this request.

The Rt Hon Margaret Thatcher MP

5 January 1984

The date can be fixed to suit you and although a Wednesday is the preferred day of the week, we can of course arrange a date at your convenience. If, for instance, a date shortly before Parliament reassembles in October would be more convenient, this would I am sure be possible for us.

I look forward to hearing from you.

Yours sincerely

A. Kelly



W.0839

12 December 1983

MR TURNBULL

WOMEN INTO SCIENCE AND ENGINEERING YEAR -- WISE '84

- Attached is a briefing for the Prime Minister on Women into Science and Engineering Year - WISE '84. I leave it to you to decide whether it is best given to her now or at such time that she receives an invitation to speak at a major WISE event - I understand that such an invitation may arrive in the next few weeks.

RBN

ROBIN B NICHOLSON

CONQUERO

GR

Have we any pps about WISE?

Not yet attached

Dmb

14/12



 **Equal Opportunities Commission**

WISE 1984 -

Women into Science and Engineering

WOMEN INTO SCIENCE AND ENGINEERING - WISE 1984

Women into Science and Engineering (WISE) is the title of an initiative by the EOC and the Engineering Council (EC) whereby, during 1984, a number of projects will be co-ordinated into an overall programme which will draw attention to career opportunities for girls and women in the engineering industry.

Of course many women are already employed by engineering firms but 94% of all women in engineering work as operators, as clerical staff and in unskilled grades. Only a very small number are employed as scientists and technologists, technicians or in craft occupations.

Female occupational percentages, April 1980

Occupational category	Female employees	Total employees	Females as a percentage of all employees
(1)	(2)	(3)	(4)
1. Managers	4 376	139 207	3.14
2. Scientists and technologists	1 790	67 767	2.64
3. Technicians	5 045	217 634	2.32
4a. Administrative and professional staff	21 072	157 249	13.40
4b. Clerks, office machine operators, secretaries and typists	226 576	316 006	71.70
5. Supervisors	10 008	142 693	7.01
6. Craftsmen	1 907	515 429	0.37
7. Operators	293 629	996 976	29.45
8. Other employees	45 563	296 878	16.14
Total	607 966	2 822 839	21.54

Source: EITB Statutory returns.

The EOC and the EC take the view that the engineering industry can no longer afford to neglect the talent and ability which women have to offer and this view is shared by an encouragingly large number of organisations and individuals.

The aims of the EOC and the EC are complementary: the EOC seeks to promote equality of opportunity (one of its statutory duties) and the EC is seeking to promote the opportunities offered by engineering. Both organisations, from slightly different standpoints, are concerned about the waste of women's potential contribution to an area of national importance.

It is the Commission's firm belief that the under-representation of girls and women in engineering is largely due to:

- i) a differentiated school curriculum where science is often regarded as a boys' subject (see Annex 1 for examination results)
- ii) the disinclination of those giving careers advice to encourage girls to pursue technical and scientific activity, especially in industry
- iii) the assumption, on the part of too many trainers and employers that, in the engineering context, they will be dealing with boys (which leads to male-orientated courses and course information, and has the effect of discouraging even those girls who are qualified from using their qualifications in the engineering field).

The Commission also believes that unless positive steps are taken by all parties - educators, trainers and employers - we shall continue to perpetuate an irrational situation whereby girls and women with the potential to work in skilled engineering jobs are discouraged from doing so whilst engineering employers are short of qualified technicians, and of graduate engineers particularly in the electronic and electrical fields.

Many schools/colleges/LEAs/employers/professional institutes etc. are already undertaking initiatives which aim to encourage girls to take up science and technical subjects and it is hoped to encourage them to join in WISE next year. Organisations may wish to undertake a specific project for WISE and whilst the EOC and the EC cannot fund projects, they will hope to help in other ways. It may be possible to incorporate a planned, even a routine project, into the scheme. For example, school brochures/information to parents/prospectuses/information to students which are going to be revised could be considered carefully in relation to the images and messages they put across to girls and women in relation to science and technology. Organisations responsible for an annual lecture or a conference, may be able to use the WISE theme and a speaker associated with WISE for its 1984 event. Other projects under consideration by various groups include:

- teaching materials for schools
- posters for schools
- a drawing book for young children
- an 'engineering bus' to visit all local education authorities in 1984, with careers materials, videos, competitions, prizes etc.
- school-industry link schemes
- engineering 'events' in school, supermarkets, shopping precincts etc.
- national competitions for girls' engineering projects
- role-model booklets.

In promoting the importance of a scientific and technical education for girls it is important to stress that it is not intended to belittle the value of an arts education. There are, and always will be, young people who will choose to study the arts with purpose and enthusiasm, but statistics, observation and research indicate that many girls drift into the arts because they are regarded as "girls' subjects" and it is this drift which it is planned to affect. A balanced school curriculum is the aim, with equal opportunities for girls and boys to study arts and sciences and to leave school qualified to live and work in an increasingly technological society and also to enjoy a creative use of their leisure time.

The EOC's main contribution to WISE will be a major publicity campaign in teachers' journals and teenage and adult magazines. The campaign will be aimed at teachers, pupils and parents, and will provide posters, leaflets, booklets and a range of information for teachers and pupils. It is envisaged that the full WISE 1984 programme will be launched at a national conference in January.

WISE is one way of drawing attention to an important imbalance of opportunity, education and employment and the Equal Opportunities Commission and the Engineering Council hope it will have the support of, and a practical in-put from a wide range of organisations.

CSE (all models) England: numbers awarded grade 1Summer 1980

Main subject groups and selected subjects	Total number awarded grade 1	%	Boys	Girls
1. Modern languages	29,840	29.4%		70.6%
of which: french	23,613	29.6		70.4
german	4,983	29.1		70.9
2. Other arts	153,311	38.9		61.1
of which: english	85,685	37.6		62.4
history	21,325	44.1		55.9
art and craft	31,090	43.6		56.4
3. Mathematics (incl arithmetic)	67,614	52.4		47.6
4. Other science and technical subjects	106,606	71.1		28.9
of which: physics	20,164	82.7		17.3
chemistry	16,252	62.6		37.4
biology	23,869	33.3		66.7
technical drawing	15,397	96.6		3.4
woodwork	7,580	98.3		1.7
metalwork	6,734	98.8		1.2
5. Social science and vocational subjects	80,615	31.9		68.1
of which: social studies	10,803	31.6		68.4
geography	25,866	60.6		39.4
needlework	6,095	0.3		99.7
other domestic subjects	15,693	3.1		96.9
commerce	6,615	28.4		71.6
business & office practice	5,329	3.2		96.8
TOTAL	437,986	46.9		53.1

Source: Table C25, Statistics of School Leavers, CSE and GCE, England 1980 (DES).

NB/ Includes students sitting exams held in connection with joint CSE/GCE 16+ feasibility and development studies.

CSE 'O' level England: numbers awarded grade A-C

Summer exam 1980

Main subject groups and selected subjects	Total number awarded grades A-C	%	Boys	Girls
1. Modern languages	146,985	39.8%		60.2%
of which: french	99,285	40.5		59.5
german	30,910	38.0		62.0
2. Other arts	659,317	41.2		58.8
of which: english language	268,492	42.6		57.4
english literature	151,480	37.1		62.9
history	76,376	46.7		53.3
art	74,056	41.0		59.0
3. Mathematics (all subjects)	227,660	60.9		39.1
of which: computer studies	9,221	73.5		26.5
4. Other science and technical subjects	396,233	64.5		35.5
of which: physics	102,171	74.5		25.5
chemistry	82,570	65.9		34.1
biology	125,159	40.0		60.0
technical drawing	28,844	96.9		3.1
design & technology	5,352	96.7		3.3
woodwork	8,889	98.9		1.1
metalwork	7,633	99.5		0.5
5. Social science and vocational subjects	294,615	42.2		57.8
of which: economics	22,274	61.2		38.8
geography	110,028	57.3		42.7
cookery	31,893	2.0		98.0
needlework	11,442	0.1		99.9
commercial subjects	16,019	36.4		63.6
general paper	24,260	53.6		46.4
principles of accounts	9,730	36.7		63.3
TOTAL	1,724,810	49.2		50.8

Source: Table C28, Statistics of School Leavers, CSE and GCE, England 1980.
(A pack of tables published by DES replacing Statistics of Education Vol 2).

NB/ Includes students sitting exams held in connection with joint CSE/GCE 16+ feasibility and development studies.

GCE 'A' level England: passes

Summer 1980

<u>Main subject groups and selected subjects</u>	<u>Total number of passes</u>	<u>% Boys</u>	<u>Girls</u>
1. Modern languages	28,148	30.4%	69.6%
of which: french	17,724	28.8	71.2
german	6,547	32.5	67.5
2. Other arts	98,204	37.6	62.4
of which: english	44,237	30.7	69.3
history	24,941	48.6	51.4
art	16,684	38.1	61.9
3. Mathematics (all subjects)	57,390	74.2	25.8
of which: computer science	1,915	80.2	19.8
4. Other science and technical subjects	101,599	66.9	33.1
of which: physics	35,634	80.8	19.2
chemistry	30,797	67.3	32.7
biology	27,251	44.2	55.8
technical drawing	1,945	97.8	2.2
5. Social science and vocational subjects	98,799	56.1	43.9
of which: economics	25,478	69.6	30.4
geography	22,610	58.2	41.8
domestic subjects	3,425	0.4	99.6
general studies	23,140	59.2	40.8
principles of accounts	3,947	59.3	40.7
 TOTAL	 384,140	 55.0	 45.0

Source: Table C29, Statistics of School Leavers, CSE and GCE, England 1980 (DES).

Full-time undergraduates (UK domiciled) GB universities 1980-81

	Total number of under- graduates	% Men	Women
1. Education	3,317	31.1%	68.9%
2. Medicine, dentistry & health	26,470	57.9	42.1
3. Engineering & technology	29,916	93.2	6.8
4. Agriculture, forestry & veterinary science	4,966	63.6	36.4
5. Biological & physical sciences	53,947	68.3	31.7
of which: biology	5,433	53.6	64.4
mathematics*	11,879	72.7	27.3
physics	6,938	86.6	13.4
chemistry	7,261	76.1	23.9
6. Administrative, business & social studies	55,780	58.3	41.7
of which: business management studies	3,562	71.1	28.9
economics	5,837	76.3	23.7
geography	6,005	55.2	44.8
law	9,991	59.5	40.5
psychology	4,095	33.3	66.7
sociology	4,293	35.8	64.2
7. Architecture & other professional & vocational studies	3,839	67.1	32.9
of which: architecture	1,965	79.9	20.1
home, hotel & institutional management	691	28.8	71.2
8. Language, literature and area studies	31,609	32.1	67.9
of which: English	8,999	34.3	65.7
9. Arts, other than languages	11,907	45.9	54.1
of which: history	7,688	51.5	48.5
art & design	1,718	33.8	66.2
ALL SUBJECTS	231,751	60.2	39.8

Source: Table 4, University Statistics 1980 Volume 1

* includes "mathematics with physics"

STUDENTS

	Total under-graduates	Fee-paying status		UK domicile		Over-seas domicile	Total undergraduates in			Per-centage change since 1979-80
		Home fees	Other fees	Men	Women		1970-71	1975-76	1979-80	
6. Administrative, business and social studies										
Business management studies	4005	3635	370	2531	1031	443	—	2759	3654	9.6
Economics	6417	5972	445	4452	1385	580	—	5451	6284	2.1
Geography	6069	6045	24	3315	2690	64	—	5500	6124	-0.9
Accountancy	2762	2439	323	1821	569	372	—	1288	2421	14.1
Government and public administration	2655	2576	79	1753	789	113	—	1745	2495	6.4
Law	10615	10115	500	5944	4047	624	—	9412	10331	2.7
Psychology	4233	4146	87	1363	2735	135	—	3745	4078	3.8
Sociology	4452	4313	139	1537	2756	159	—	3970	4355	2.2
Social anthropology	461	445	16	122	316	23	—	417	471	-2.1
Combinations within group 6	11276	10248	1028	6224	3757	1295	—	9728	11187	0.8
Combinations of group 6 with groups 7-9	6940	6741	199	3481	3162	297	—	5852	6970	-0.4
Total administrative, business and social studies	59885	56675	3210	32543	23237	4105	38624	49867	58370	2.6
7. Architecture and other professional and vocational subjects										
Architecture	2259	2016	243	1571	394	294	—	2531	2223	1.6
Town and country planning	1025	987	38	765	218	42	—	574	946	8.4
Home, hotel and institutional management	734	698	36	199	492	43	—	407	689	6.5
Other professional and vocational subjects	220	202	18	42	158	20	—	215	213	3.3
Total architecture and other professional and vocational subjects	4238	3903	335	2577	1262	399	2859	3727	4071	4.1
8. Language, literature and area studies										
English	9323	9172	151	3091	5908	324	—	8151	9122	2.2
Welsh and other Celtic languages and studies	217	216	1	74	142	1	—	207	204	6.4
French language and studies	4470	4412	58	889	3485	96	—	3776	4213	6.1
French/German languages and studies	2060	2038	22	613	1413	34	—	1693	1913	7.7
German language and studies	1868	1857	11	550	1278	40	—	1741	1777	5.1
Hispanic languages and studies	787	764	23	233	524	30	—	680	799	-1.5
Other and combined Western European languages and studies	2899	2817	82	622	2145	132	—	2070	2767	4.8
Russian language and studies	410	399	11	162	231	17	—	520	432	-5.1
Other Slavonic and Eastern European languages and studies	65	60	5	23	36	6	—	49	64	1.6
Chinese language and studies	134	125	9	58	66	10	—	124	104	28.8
Oriental, Asian and African languages and/or studies	441	394	47	173	209	59	—	377	437	0.9
Classical studies	1915	1881	34	989	868	58	—	1516	1882	1.8
Other, general and combined language, literature and area studies	2938	2883	55	960	1858	120	—	2170	2907	1.1
Combinations of group 8 with group 9	5206	5103	103	1704	3305	197	—	4378	5260	-1.0
Total language, literature and area studies	32733	32121	612	10141	21468	1124	23530	27452	31881	2.7
9. Arts, other than languages										
History	7862	7756	106	3960	3728	174	—	6626	7730	1.7
Archaeology	1002	954	48	430	521	51	—	673	1012	-1.0
Philosophy	1336	1314	22	930	367	39	—	1137	1304	2.5
Theology	2085	2018	67	1108	890	87	—	1979	2135	-2.3
Art and design	1786	1746	40	581	1137	68	—	1349	1698	5.2
Drama	459	448	11	187	261	11	—	182	364	26.1
Music	1752	1734	18	794	931	27	—	1553	1765	-0.7
Arts general, and combined other arts subjects	6711	6370	341	2058	4024	629	—	7632	6898	-2.7
Total arts, other than languages	22993	22340	653	10048	11859	1086	19013	21131	22906	0.4
All subjects	251154	235841	15313	139567	92184	19403	185872	211468	245093	2.5

Source: University of York

STUDENTS

TABLE 4

**FULL-TIME UNDERGRADUATES
ANALYSED BY SUBJECT OF
STUDY, FEE-PAYING STATUS
AND SEX, 1970-81
(GREAT BRITAIN)**

	Total under-graduates	Fee-paying status		UK domicile		Over-seas domicile	Total undergraduates in			Per-centage change since 1979-80
		Home fees	Other fees	Men	Women		1970-71	1975-76	1979-80	
1. Education										
Education	2334	2040	294	560	1448	326	—	969	2363	-1.2
Combinations of education with other subjects	1341	1320	21	473	836	32	—	772	1342	-0.1
Total education	3675	3360	315	1033	2284	358	1554	1741	3705	-0.8
2. Medicine, dentistry and health										
Medicine	18749	18101	648	10952	6900	897	—	16549	18448	1.6
Dentistry	4159	4002	157	2620	1313	226	—	4048	4143	0.4
Pharmacy	2445	2285	160	894	1361	190	—	2345	2395	2.1
Pharmacology	560	520	40	276	234	50	—	476	519	7.9
Other studies allied to medicine and health	2029	1943	86	583	1337	109	—	1568	2124	-4.5
Total medicine, dentistry and health	27942	26851	1091	15325	11145	1472	20616	24986	27629	1.1
3. Engineering and technology										
Aeronautical engineering	1127	966	161	892	33	202	—	903	1093	3.1
Chemical engineering	3005	2659	346	2388	207	410	—	2088	2874	4.6
Civil engineering	6553	4874	1679	4468	206	1879	—	6780	6862	-4.5
Electrical engineering	8808	7331	1477	6915	265	1628	—	6840	8309	6.0
Mechanical engineering	6478	5398	1080	5089	176	1213	—	5033	6347	2.1
Production engineering	720	597	123	561	30	129	—	462	708	1.7
Mining	687	598	89	587	3	97	—	573	666	3.2
Metallurgy	1030	960	70	851	87	92	—	860	1049	-1.8
Other general and combined engineering subjects	4070	3621	449	3257	265	548	—	2798	3839	6.0
Surveying	459	364	95	326	30	103	—	182	435	5.5
Other technologies and combinations of engineering and technologies	1585	1354	231	881	429	275	—	1365	1604	-1.2
Combinations of group 3 with groups 4-9	2239	2010	229	1659	311	269	—	1617	2031	10.2
Total engineering and technology	36761	30732	6029	27874	2042	6845	30261	29501	35817	2.6
4. Agriculture, forestry and veterinary science										
Agriculture	2091	2063	28	1366	682	43	—	1565	2141	-2.3
Agricultural biology	830	816	14	443	366	21	—	726	821	1.1
Agricultural chemistry	53	52	1	35	17	1	—	45	56	-5.4
Forestry	442	429	13	334	90	18	—	217	451	-2.0
Veterinary studies	1663	1651	12	982	651	30	—	1473	1655	0.5
Total agriculture, forestry and veterinary science	5079	5011	68	3160	1806	113	3640	4026	5124	-0.9
5. Biological and physical sciences										
Biology	5610	5492	118	2910	2523	177	—	4171	5281	6.2
Botany	795	784	11	395	381	19	—	928	806	-1.4
Zoology	2174	2150	24	1241	886	47	—	2155	2134	1.9
Physiology and/or anatomy	1051	1012	39	524	468	59	—	891	966	8.8
Biochemistry	3347	3172	175	1826	1272	249	—	2950	3298	1.5
Other, general and combined biological sciences	2800	2724	76	1395	1295	110	—	2486	2691	4.1
Mathematics	12695	11518	1177	8107	3132	1456	—	9625	11450	10.9
Mathematics with physics	677	650	27	532	108	37	—	522	604	12.1
Physics	7338	7021	317	6006	932	400	—	5865	6951	5.6
Chemistry	7717	7335	382	5525	1736	456	—	6123	7450	3.6
Geology	2270	2240	30	1818	404	48	—	2145	2233	1.7
Environmental sciences (other than geology)	1223	1196	27	672	519	32	—	940	1134	7.8
Other, general and combined physical sciences	1298	1251	47	987	246	65	—	1733	1350	-3.9
Combinations of biological and physical sciences	5203	5004	199	2982	1914	307	—	5505	5427	-4.1
Combinations of group 5 with groups 6-9	3650	3299	351	1946	1265	439	—	2998	3815	-4.3
Total biological and physical sciences	57848	54848	3000	36866	17081	3901	45775	49037	55590	4.1

Grey Scale #13



A

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2

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M

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