

02/09

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Number of equal pay cases increases ten-fold over five years

Figures released by the Tribunals Service today show there has been a significant increase in the number of equal pay claims going to Employment Tribunals.

Over 60,000 equal pay cases were accepted between April 2007 and March 2008 – accounting for a third of all cases at Employment Tribunals throughout Great Britain. This was more than treble the number of cases received in 2005/06 (17, 268) and more than ten times the number of cases received five years ago in 2003/04 (4,412).

Although there was a slight decrease in the number of sex discrimination cases from the previous year (26,907 down from 28,153), it was still an increase of almost 10,000 cases compared with five years ago (17,722 in 2003/04).

The total number of employment tribunal claims for 2007/08 was up by over 40 per cent on the previous year (from 132,600 in 2006/07 to 189,300 in 07/08). This was due in part to an increase in Working Time Directive cases, rising from 21,127 in 06/07 to 55,700 for 07/08. This includes approximately 10,000 airline workers' cases relating to annual leave entitlements which are resubmitted every few months to ensure that when the case is eventually heard it takes account of all leave entitlement up to that point.

For the full publication, information on Employment Appeal Tribunals statistics and to view statistics from previous years, please visit

<http://www.employmenttribunals.gov.uk/Publications/publications.htm>.

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Notes to editors

- The Tribunals Service provides administration and support to various tribunals throughout the UK, including Employment Tribunals and Employment Appeals Tribunal. An executive agency of the Ministry of Justice, it was formed in 2006. For further information see www.tribunals.gov.uk.
- A full breakdown of claims by jurisdictions over the last five years is given in the table overleaf.
- A claim can contain a number of grounds, known as jurisdictional cases. For example, a claim could be made on the ground of unfair dismissal and sex discrimination – which are two separate jurisdictional cases. In any hearing, the tribunal would decide on the merits of the claim made under each jurisdiction.

Breakdown of Employment Tribunal claims by jurisdiction

	2003/04	2004/05	2005/06	2006/07	2007/08
Unfair dismissal	46,370	39,727	41,832	44,491	40,941
Unauthorised deduction of wages (Formerly Wages Act)	42,524	37,470	32,330	34,857	34,583
Breach of contract	29,661	22,788	26,230	27,298	25,054
Sex discrimination	17,722	11,726	14,250	28,153	26,907
Working Time Directive	16,869	3,223	35,474	21,127	55,712
Redundancy pay	9,087	6,877	7,214	7,692	7,313
Disability discrimination	5,655	4,942	4,585	5,533	5,833
Redundancy - failure to inform and consult ⁴	5,630	3,664	4,056	4,802	4,480
Equal pay	4,412	8,229	17,268	44,013	62,706
Race discrimination	3,492	3,317	4,103	3,780	4,130
Written statement of terms and conditions	3,288	1,992	3,078	3,429	4,955
Written statement of reasons for dismissal	1,829	1,401	955	1,064	1,098
Written pay statement	1,387	1,076	794	990	1,086
Transfer of an undertaking - failure to inform and consult	1,321	1,031	899	1,108	1,380
Suffered a detriment/Pregnancy	1,170	1,345	1,504	1,465	1,646
Part Time Workers Regulations	833	561	402	776	595
National minimum wage	613	597	440	806	431
Discrimination on grounds of Religion or Belief	70	307	486	648	709
Discrimination on grounds of Sexual Orientation	61	349	395	470	582
Age Discrimination	N/A	N/A	N/A	972	2,949
Others	5,371	5,459	5,219	5,072	13,873
Total	197,365	156,081	201,514	238,546	296,963