



Marriage and Civil Partnership Digest

This paper is one in a series that informs service and policy planning. These papers provide available research evidence relating to different equalities characteristics protected under the Equality Act 2010. They provide a top-level view of each subject area, identifying resources for people who would like more detailed information. Much of the information given is only available at the national or regional level. We provide data for Poole where it is available.

Structure of this Paper

Equality and Diversity Digests contain 4 sections. For each protected characteristic:

- **Terminology** – gives the definition of relevant groups with guidance about language.
- **Population** - indicates the size of related equalities groups within Poole.
- **Key Issues** - For other papers, this section is structured using the 10 domains, identified by the Equality and Human Rights Commission in their Equality Measurement Framework. However, The Equality Act 2010 only applies protections to 'Marriage and Civil Partnership' in the workplace. We therefore provide information on the 'Productive and Valued Activities' domain only.
- **Sources** - highlights relevant research reports and signposts readers to other sources of information.

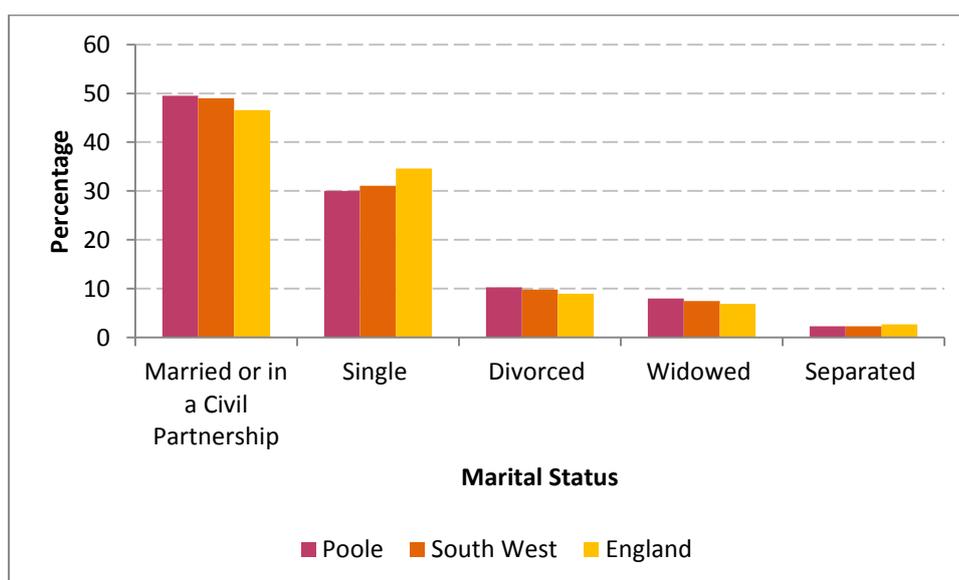
1 Terminology

- This protected characteristic applies to those who are recognised as married or in a registered civil partnership in UK law.
- The Civil Partnership Act 2004 introduced civil partnership as a way to legally recognise a relationship between two people of the same sex. Once registered, this gave couples many of the same rights and responsibilities as married couples.
- Following the Marriage (Same Sex Couples) Act 2014, same sex couples can now marry. Those in civil partnerships can also convert these unions to marriages. Religious organisations can decide whether they wish to marry same sex couples.
- Assumptions should not be made about a person's marital status. If you don't know if someone is married, it is most appropriate to refer to their 'partner'¹.

2 Population

- According to the 2011 Census, over 60,300 over those aged 16 or over in Poole were married or in a civil partnership (49.5%).
- As Figure 1 shows, on Census day in 2011, a higher proportion of people in Poole were married or in a civil partnership than in the South West or England as a whole.

► **Figure 1: Marital Status of 16+ population (Census 2011)**



¹ TUC and UNISON (2007) Diversity in Diction, Equality in Action: A guide to appropriate use of language. Available at: [http://www.theredcard.org/uploaded/language%20guide\(1\).pdf](http://www.theredcard.org/uploaded/language%20guide(1).pdf) [accessed 03/11/2016]

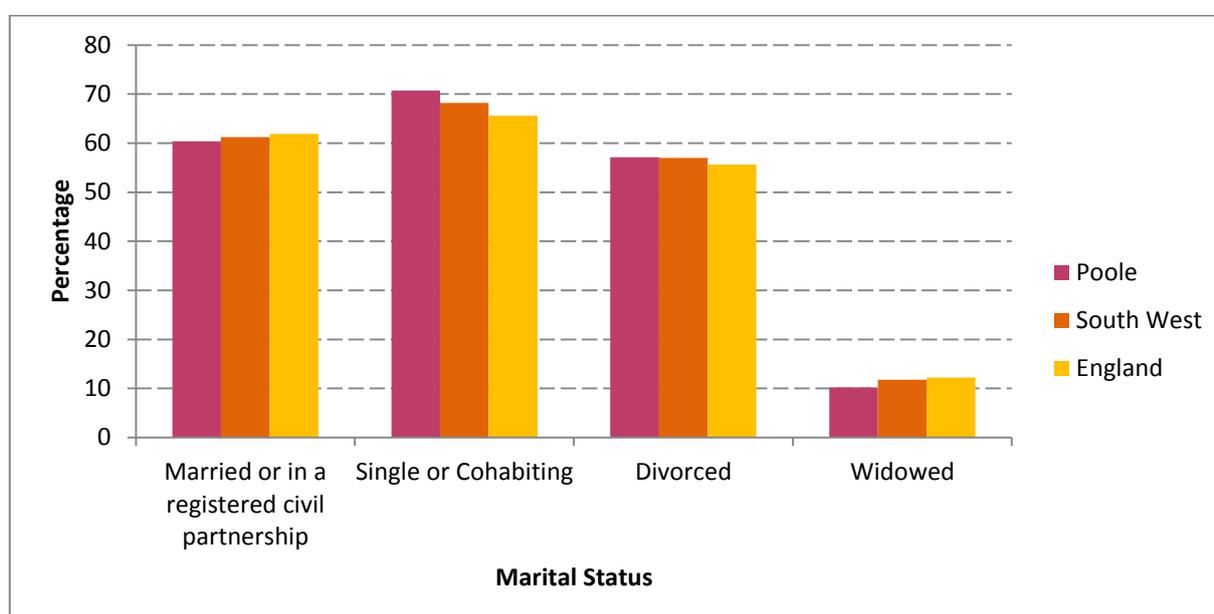
3 Key issues

Productive and Valued Activities

Employment

- According to the 2011 Census, a higher proportion of those in Poole who are single or cohabiting (71%) are in employment than those who are married (60%). Importantly, however, these figures include those who have retired from work and marriage may be more likely amongst those who are older.
- As evident in Figure 2, the pattern evident in Poole is consistent with that in the South West more broadly and England as a whole.

► **Figure 2: Proportion of 16+ population in employment by marital status** (Census, 2011)



Earnings

- There is limited recent evidence examining earnings and marital status. Married men have however been shown to generally earn more than unmarried men in some UK studies. Statistical investigation of this “bachelor wage penalty” has shown that married men earn more because of personal attributes and not because they are married².

Marriage and Civil Partnership Discrimination

- There are no national or local data as to the levels of marriage and civil partnership discrimination in the workplace. Married individuals and those in a civil partnership are protected from direct discrimination, indirect discrimination and victimisation in the workplace.

² Mbegalo, T. (2014) The Bachelor Wage Hypothesis – Evidence from British Household Panel Data, International Journal of Economics, Commerce and Management, Vol II (9): 1-19

- Examples of Marriage and Civil Partnership discrimination might include³:
 - Offering unequal access to training due to marital status (Direct Discrimination).
 - Offering a candidate who is single a promotion instead of a married candidate based on their marital status rather than their competencies (Direct discrimination).
 - Offering team rewards that are inappropriate for married individuals (Indirect Discrimination).
 - Treating an individual differently because they have previously made a complaint of Marriage and Civil Partnership discrimination (Victimisation).

4 Sources

- **Advisory, Conciliation and Arbitration Service (ACAS)** – provides guidance to employers and employees on all aspects of workplace relations and employment law. They offer specific guidance on marriage and civil partnership discrimination including how to identify and avoid this. - www.acas.org.uk/
- **Citizen's Advice** – a free, independent, confidential and impartial advice service, offering advice to everyone on their rights and responsibilities. - www.citizensadvice.org.uk/
- **Equality and Human Rights Commission (EHRC)** - an independent statutory body with the responsibility to encourage equality and diversity, eliminate unlawful discrimination, and protect and promote the human rights of everyone in Britain. - www.equalityhumanrights.com/
- **Government Statistics** – a portal to access official statistics from UK Government departments. - www.statistics.gov.uk/
- **Neighbourhood Statistics** – allows you to find detailed statistics for a range of specific geographic areas including Local Authority, Ward and Lower Super Output Area. www.neighbourhood.statistics.gov.uk/
- **Office for National Statistics (ONS)** – The Office for National Statistics produces independent information to improve our understanding of the UK economy and society. - www.ons.gov.uk/

For further details or queries about this report please contact the Corporate Research Team, 01202 633086 or email research@poole.gov.uk.

³ ACAS (2016) Marriage and civil partnership discrimination: Key points for the workplace - http://www.acas.org.uk/media/pdf/l/c/Marriage_and_Civil_Partnership_Guide.pdf [accessed 16/11/2016]