



HOUSE OF LORDS

Library Note

Debate on 6 March: Government Policy on Women and Girls

This Library Note aims to provide background information for the debate to be held on Thursday 6 March:

“To call attention to the impact of Government policy on the lives of women and girls, and their priorities for the future”

The motion for debate is broad, potentially covering both domestic and international impacts of Government policy across a range of areas affecting women and girls. This Note provides an overview of several issues of current interest, reflected in the Government’s own priorities. These are equal pay, domestic and sexual violence, and human trafficking.

Heather Evennett
29 February 2008
LLN 2008/006

House of Lords Library Notes are compiled for the benefit of Members of Parliament and their personal staff. Authors are available to discuss the contents of the Notes with the Members and their staff but cannot advise members of the general public.

Any comments on Library Notes should be sent to the Head of Research Services, House of Lords Library, London SW1A 0PW or emailed to victoryi@parliament.uk.

1. Introduction

This Library Note aims to provide background information for the debate to be held on Thursday 6 March:

“To call attention to the impact of Government policy on the lives of women and girls, and their priorities for the future”

The recently developed Government Equalities Office (GEO) has overall responsibility for the Government’s strategy and priorities on equality issues. This includes policy relating to gender equality and the Minister for Women’s priorities. The Minister for Women and Equalities is Harriet Harman, who is supported in delivering the women and equalities agenda by the Parliamentary Under-Secretary of State, Barbara Follett.

On 17 July 2007, Harriet Harman made an oral statement to the House of Commons (HC *Hansard*, 17 July 2007, cols. 176–92) announcing the following three priorities for the Ministers for Women:

1. Supporting families, particularly as they bring up children and care for older and disabled relatives;
2. Tackling violence against women and improving the way we deal with women who commit crimes; and
3. Empowering black and minority ethnic women to build cohesion within their communities and as a bridge between communities.

The GEO also released the consultation document *Priorities for the Ministers for Women* (Cm 7183, July 2007). This provided further details regarding each of the priorities and sought views on how they should be advanced. The public consultation closed in September 2007 and the Government is currently considering the responses.

This Library Note does not seek to provide a comprehensive analysis of the many aspects of Government policy impacting upon women and girls, but instead gives an overview of several key areas of policy, as identified in the Minister for Women and Equalities’ own priorities. These are equal pay, domestic and sexual violence, and human trafficking.

The House of Commons Library has produced a range of papers which provide more detail on specific aspects of Government policy for women and girls such as maternity pay and leave and statistics concerning women in Parliament and Government. A selection of these papers are listed in the bibliography.

2. Equal pay

The first stated priority for the Minister for Women is:

Supporting families, particularly as they bring up children and care for older and disabled relatives.

The July 2007 statement *Priorities for the Ministers for Women* (Cm 7183) focused on issues affecting women in the work place including equal pay, paid leave and maternity pay, flexible work, financial and employment support, childcare and support for carers. This section of the Library Note looks in more detail at the issue of equal pay.

The gender pay gap refers to the difference in average hourly earnings of men and women. Figures on the Government Equalities Office (GEO) website state that in 2007, the median gender pay gap was 12.6%, with the mean figure at 17.2%. The median part-time gender pay gap was 39.1% in 2007, with the mean figure being 35.6%.

In identifying their priorities, the Ministers for Women stated:

Tackling the pay gap between women and men will be a key priority of the Ministers for Women, working with departments in Government and in collaboration with partners outside Government.

The gender pay gap has narrowed but it is still 12.6%. As the Women and Work Commission sets out, this is important as a matter of principle. It also entrenches the division of labour in the home, preventing women from fulfilling their opportunities for work and preventing fathers from playing a more active role in their children's early years.

(Government Equalities Office, *Priorities for the Ministers for Women*, Cm 7183, July 2007, p. 3)

The most recent figures from the Office for National Statistics appear to confirm a recent decrease in the gender pay gap:

The gender pay gap (as measured by the median hourly pay excluding overtime of full-time employees) narrowed between 2006 and 2007 to its lowest value since records began. The gap between women's median hourly pay and men's was 12.6 per cent, compared with a gap of 12.8 per cent recorded in April 2006. The median hourly rate for men went up 2.8 per cent to £11.96, while the rate for women increased by 3.1 per cent to £10.46.

The largest difference was in the South East region, where women's median pay was 15.9 per cent less than men's. The smallest gap was in Northern Ireland, at 2.8 per cent.

On the internationally comparable measure based on mean earnings, women's average hourly pay (excluding overtime) was 17.2 per cent less than men's pay, showing a decrease on the comparable figure of 17.5 per cent for 2006.

(Office for National Statistics, 'Gender Pay Gap – Narrowest since records began', 30 November 2007, <http://www.statistics.gov.uk>)

The reasons for the gender pay gap are complex. The Fawcett Society, a campaign group seeking equality between men and women, identifies three main causes:

Firstly, there's straight-forward discrimination by employers – paying women less than men to do the same job.

Then, women and men tend to work in different areas and those are paid less, even if they require similar levels of skills. For instance a nurse is paid less than a police officer.

Thirdly, our long hours working culture means that if you want to thrive at work, having childcare commitments as many more women do, holds you back.

(<http://www.fawcettsociety.org.uk>)

Other organisations have identified additional factors. The final report of the Equalities Review, an independent body established to carry out an investigation into discrimination and inequality in British society, notes:

Women are crowded into mostly part-time jobs and in a narrow range of lower-paying occupations that do not make the best use of their skills. A woman's ethnicity and qualification level also affect the size of the pay gap she faces, so that Pakistani and Bangladeshi women and low-skilled mothers are at very high risk of disadvantage.

Our new research reveals clearly that there is one factor that above all leads to women's inequality in the labour market – becoming mothers.

(Cabinet Office, *Fairness and Freedom: The Final Report of the Equalities Review*, February 2007, p. 66)

Recent research published in the *Economic Journal* reinforces this point. This research suggests that the narrowing of the gender pay gap relates only to those women working full time, whilst women switching from full to part-time work often undergo an occupational downgrading to less skilled, and less well paid, work:

While the gender pay gap has been narrowing for women in full-time jobs the pay penalty for the 40% of women who work part-time has risen, reflecting the growing polarisation of part-time jobs in low-wage occupations. A further dimension is that women often experience downgrading from higher-skill full-time into lower-skill part-time occupations. As women reorganise their working lives around the presence of children their reported hours and job satisfaction are highest in part-time work, but life-satisfaction is scarcely affected by hours of work.

(Gregory, M. and Connolly, S., 'The Price of Reconciliation: Part-time work, families and women's satisfaction', *Economic Journal*, February 2008, p. F1)

The Women and Work Commission, which the Ministers for Women referred to in their *Priorities*, was set up in July 2004 with a broad remit to examine the causes of the continuing gender pay gap in the UK. The Commission was chaired by Baroness Prosser and its final report, *Shaping a Fairer Future*, was published on 27 February 2006 and included 40 recommendations. The Government responded in September 2006 with the *Government Action Plan: Implementing the Women and Work Commission Recommendations*.

In identifying what the Government has done to address the equal pay gap the GEO website states:

Closing the pay gap between men and women is a high priority for Government as the Minister for Women made clear in her statement to Parliament on women's priorities in July 2007. It is an essential part of enabling families to have real choices about how they live their lives, because the pay gap plays such a large part in the unequal division of the labour in the home preventing fathers from playing a more active role in their children's early years and preventing women from fulfilling their opportunities to work. To galvanise this, closing the pay gap is now one of the indicators in the new Equalities Public Service Agreement. This will help to build on other practical measures the Government has introduced such as giving the parents of young, or disabled, children and the carers of adults the right to request flexible working, and providing more access to childcare.

The Government is implementing the recommendations that the independent Women and Work Commission made in 2006 for narrowing the gender pay gap. These include developing an equality check tool to help employers look at the range of issues that impact on the gender pay gap, funding, Trade Union equality reps to promote flexible working, and funding projects improving the availability of high quality part-time work opportunities.

(GEO, *What is the Government doing to reduce the pay gap?*, January 2008: <http://www.womenandequalityunit.gov.uk/>)

The GEO website also draws attention to the work of the Government in increasing the number of those eligible to request flexible working, extending maternity pay and increasing paternity leave, introducing a duty on public authorities to promote gender equality and increasing the level of the minimum wage.

The House of Commons Select Committee on Business, Enterprise and Regulatory Reform (BERR), recently published a report *Jobs for the Girls: Two Years On* (HC 291-I, 2007–08, 9 February 2008). The report reviews the progress of the Government in responding to and implementing the recommendations of the Women and Work Commission since its final report in February 2007, and the development of the Government's own implementation action plan (September 2007).

The report examined a wide range of issues including the education and training for girls and women, notably their careers advice and work experience opportunities; issues women face in the workplace; and the way the government 'leads by example', in particular, the role which public procurement might play in improving gender equality.

Although noting that the Government's implementation of the Women and Work Commission recommendations has improved in the second year since the Commission's report, the Committee called on the Government to do more to implement the recommendations of the Women and Work Commission and to eliminate the gender pay gap. It also recommended that all Select Committees view monitoring progress on gender equality as an important part of their remit, and ensure that commitment to gender equality is translated into practice.

The report's headline conclusions were:

- If the pay gap continues only to decline slowly, the Government should look at further measures such as the extension of the gender equality duty to the private sector and consider making pay audits mandatory.
- The Discrimination Law Review has not adequately addressed the current failings in legislation and so the report recommends the Government look again at the issues of hypothetical comparators, representative actions, time limits and other proposals not taken up in the Review's findings.
- After having examined the Government's record in promoting gender equality within its main departments, the report urges the Secretary of State for Equality to ensure that the best practice which is evident in some departments is extended to all. The report includes results of a survey of departmental practice.

(BERR Select Committee Press Release, 'Jobs for the Girls: Two Years on – Report Summary', PN 21, February 2008)

Responding to the report by the BERR Select Committee the Fawcett Society stated:

Progress on pay is glacially slow, and it has been a huge disappointment to women in the UK that the Government hasn't done enough to speed up change in this area.

(Fawcett Society Press Release, 'Fawcett comments on BERR Select Committee report', 9 February 2008)

3. Domestic and sexual violence against women

The second stated priority for the Minister for Women is:

Tackling violence against women and improving the way we deal with women who commit crimes.

In light of this, the Library Note will first look in more detail at the issues of domestic violence and rape; in the section that follows it will consider the issue of human trafficking.

Recent Home Office survey data shows the incidence of intimate violence (the collective term used to describe domestic violence, sexual assaults and stalking):

Overall 24 per cent of people aged 16 to 59 were victims of any partner abuse (non-physical abuse, threats, force, sexual assault or stalking) since the age of 16; five per cent experienced this type of abuse in the last year.

Overall three per cent of people aged 16 to 59 had experienced serious sexual assault since the age of 16.

(Home Office Statistical Bulletin, 'Homicide, Firearm Offences and Intimate Violence 2006/07', 31 January 2008, pp. 58-9)

Examining general attitudes to domestic violence and serious sexual assault the bulletin noted:

All respondents were asked about their attitudes towards domestic violence: overall more than nine out of ten people thought that it is never right to use force or violence against their partner (95%).

Half (49%) of people thought that too little is being done about domestic violence whilst around one-fifth (19%) said that the government and agencies (such as the police and courts) are doing enough. It should be noted that around one-third of people (including one-quarter of those who had experienced partner abuse) said they didn't know whether the government and agencies are doing enough or not...

All respondents were asked about their attitudes towards rape: overall 16 per cent of people thought that a man accused of rape should be let off the charge if he believed the woman was willing to have sex (even if she had not indicated this was the case).

Two out of five people (43%) thought too little is being done about rape whereas around one in five people (21%) said they thought the government and agencies (such as the police and courts) are doing enough. These are similar figures to the proportion of respondents who thought the government and agencies are doing enough or too little to tackle domestic violence. It should be noted that a large proportion of people (including some of those who had experienced sexual assault) said they didn't know whether the government and agencies are doing enough or not.

(ibid, pp. 71 and 78)

The need to tackle serious violent crime was identified in the Home Office's crime strategy for 2008-11. The Home Office document *Saving Lives, Reducing Harm, Protecting the Public* (February 2008) identifies work on sexual violence, in particular the investigation and prosecution of rape, and rolling out good practice on tackling domestic violence, as key objectives. Within these areas the following commitments were made:

We will continue to improve the investigation and prosecution of serious sexual offences, and we will robustly manage local performance through a cross-CJS [Criminal Justice System] Rape Performance Group.

We will more than double the number of Sexual Assault Referral Centres (SARCs) to cover every part of the country, to ensure that victims of sexual assault have access to immediate care and support following an attack, and that where appropriate the police can gather valuable forensic evidence in order to help secure convictions.

We will double the number of Specialist Domestic Violence Courts to ensure that sensitive domestic violence related cases can be heard in a safe and protected court environment.

We will roll out Multi-Agency Risk Assessment Conferences (MARACs) nationally in order to reduce repeat victimisation among victims of domestic violence.

(Home Office, *Saving Lives, Reducing Harm, Protecting the Public*, February 2008, pp. 6–7)

The Government has identified the following achievements as assisting in meeting its aim of tackling domestic and sexual violence against women:

In November 2004, the Government introduced the Domestic Violence, Crime and Victims Act, which was the biggest overhaul of domestic violence legislation for 30 years.

In 2005 the government published a National Delivery Plan for Domestic Violence which sets out a strategic framework for tackling domestic violence at national regional and local levels. The updated plan published in March 2007 highlighted significant progress that the government has made. This includes;

- 64 Specialist Domestic Violence Courts systems were operational by April 2007 and towards the aim of 100 by 2008.
- 100 Multi-Agency Risk Assessment Conferences (MARACs) will be established across the country by March 2008.
- An extra £3m for the funding of Independent Domestic Violence Advisors
- Every police force and CPS area now has a domestic violence co-ordinator and every police force also has a domestic violence champion and we are rolling out domestic violence training to all police and CPS prosecutors by the end of 2008.

In addition:

- In April 2007, we published a Cross Government Action Plan on Sexual Violence and Abuse to improve access to health and support services for victims, improve the way in which the criminal justice system responds to sexual offences and to increase opportunities to prevent these crimes.

(GEO, *Priorities for the Ministers for Women*, Cm 7183, July 2007)

The End Violence Against Women (EVAW) group and the Equality and Human Rights Coalition (EHRC) recently published *Map of Gaps: The Postcode Lottery of Violence Against Women Support Services* (November 2007), which seeks to show the problems facing women trying to access support services. EVAW is a coalition of individuals and organisations calling on the Government, public bodies and others to take concerted action to end violence against women. Members include Rape Crisis, Women's Aid, the Women's National Commission, Amnesty International UK and the Trade Union Congress (TUC). Identifying that over three million women across the UK experience violence each year, the report concludes:

Map of Gaps shows graphically for the first time that access to support is a postcode lottery in that it depends on where you live. In addition, many services are facing a crisis in their funding because of new commissioning processes and the move towards funding generic rather than women-specific services. We have already witnessed a tide of closures and many other services are creaking under the weight of demand; helplines are often engaged, refuges are full, Rape Crisis and survivors groups have long waiting lists and the new domestic and sexual violence advisors are having to ration their support to individuals designated highest risk.

- A third of local authorities across the UK have no specialised VAW support service.
- Most women in the UK have no access to a Rape Crisis Centre and fewer than one quarter of local authorities have any sexual violence service at all.
- A very small proportion of the UK is covered by existing Sexual Assault Referral Centres.
- Fewer than 1 in 10 of local authorities have specialised services for Black and Minority Ethnic (BME) women which would address forced marriage, female genital mutilation and crimes in the name of honour, as well as other forms of violence.
- Almost one third of local authorities have no domestic violence services.
- Fewer than 1 in 10 local authorities have services for women in prostitution.

Five areas are particularly underserved: The East of England; London; Northern Ireland; the North West; and the South East. In three cases these are regions with large percentages of the population; in two there are smaller populations but

extensive rural areas. Women in Northern Ireland appear especially poorly served with no provision across a number of the services mapped here.

(EVAW, *Map of Gaps: The Postcode Lottery of Violence Against Women Support Services*, November 2007, p. 6)

In contrast the report highlights the experience of Scotland where provision is distributed more equally and there has been an expansion of rape crisis centres and concludes:

The reason is simple; the Scottish Government is developing a strategic approach to addressing violence against women and has allocated ring-fenced funding for services.

(*ibid*, p. 5)

In November 2007, Conservative party leader, David Cameron, made a speech to the Conservative Women's Organisation calling for tougher sentences for those convicted of rape and pledging longer term funding for rape crisis centres. During his speech Mr Cameron called for police reforms to secure more convictions, and announced that the shadow justice secretary Nick Herbert will carry out a review of sentencing in rape trials. Mr Cameron drew particular attention to need to change cultural attitudes to the issue of rape, citing a recent Amnesty International study of young people in the UK which found that one in four think it is acceptable for a boy to 'expect to have sex with a girl' if the girl has been 'very flirtatious'.

The Fawcett Society, launching a campaign for justice for rape victims notes:

Every 34 minutes a rape is reported to the police in the United Kingdom. Thousands more victims do not come forward. Yet services for victims of rape are in crisis, and only one in twenty reported rapes leads to a conviction.

Less than one in four local authority areas have any services for victims of rape. Even where there are rape crisis centres, they often have waiting lists of several months, and it is estimated that up to half of rape crisis centres are at risk of closing due to a lack of funding.

There is also no 24-hour rape helpline for women to phone for support or to find out what services there are in their area, even though the Government promised to introduce one 'as quickly as possible' in July 2003.

The criminal justice system is failing victims of rape. Only one out of every twenty (5.7%) rapes reported to the police results in a conviction, with less than one in five rapes even leading to a prosecution and only 14% making it as far as court.

The Fawcett Society is calling on the Government to give this issue the political priority it deserves. Money must be invested in support services without delay, so that every area has a fully-funded rape crisis centre. Immediate steps must also be taken to ensure that real improvements are made in criminal justice practice, so that every case is properly investigated.

(Fawcett Society Press release, 'New campaign launched for justice for rape victims', 29 January 2008)

The issue of sexual violence, and in particular conviction rates in rape cases, has been raised in several recent debates. On 29 November 2007, Baroness Gale called attention to the Government's record on the management and prosecution of sexual offences.

In November 2007, the House of Commons Home Affairs Select Committee announced an inquiry into the effectiveness of government action since the Domestic Violence, Crime and Victims Act 2004. In addition the inquiry will also encompass specific issues of forced marriage and so-called 'honour killings'. Oral evidence sessions commenced in January 2008.

4. Human Trafficking

Human trafficking falls within the remit of the Government's priorities on tackling violence against women:

Human trafficking takes many forms and blights the lives of men, women and children in many different continents. Britain is a major focus for the global trade of sexual exploitation of women by traffickers who trick or abduct young women and force them into prostitution: 10 years ago 85% of women in brothels were UK citizens; now 85% are from outside the UK.

(GEO, *Priorities for the Ministers for Women*, Cm 7183, July 2007, p. 6)

The House of Commons Library has recently produced the Standard Notes *Human Trafficking: UK responses* (14 January 2008) and *Human Trafficking: International responses* (14 January 2008) which deal with the issues surrounding human trafficking in greater detail. Links can be found in the bibliography.

Defining people trafficking can be problematic as the terms 'people trafficking' and 'people smuggling' are often used interchangeably. In short, people trafficking can be defined as transporting people in order to exploit them, using deception, intimidation or coercion. This is seen as distinct from people smuggling, which is more likely to involve the facilitation of illegal entry, albeit at a potentially exaggerated cost, rather than continued exploitation.

The Government has emphasised a desire to protect the victims of trafficking, prosecute the traffickers, confiscate the proceeds of the traffickers' crime and prosecute men who rape trafficked girls. In these areas there have been several developments in recent years including new criminal offences regarding trafficking and the signature of the Council of Europe Convention Against Trafficking. The Home Secretary, Jacqui Smith, recently stated:

We have already achieved a great deal. In March 2007 we launched the comprehensive UK Action Plan on Trafficking on the same day as signing the Convention. We have also established a dedicated Human Trafficking Centre and provided £4.5m over the last 5 years for victim protection under the Poppy scheme, which supports adult women trafficked into the UK for sexual exploitation.

(Home Office Press Release, 'Home Secretary Moves to Ratify the Council Of Europe Convention Against Trafficking in 2008, 14 January 2008)

The Home Secretary used the same press release to announce her aim of ratifying the Council of Europe Convention Against Trafficking by the end of 2008 and commencing a Home Office review of the Government's reservation on the UN Convention on the Rights of the Child.

In its report *Human Trafficking: Update* (HC 1056, HL Paper 179, 2006–07, 18 October 2007) the Joint Committee on Human Rights provided an update of the Government's actions in the area of human trafficking since the Committee's initial report of October 2006. Whilst welcoming the Government's 2007 UK Action Plan and its decision to sign the Council of Europe Convention the report notes:

On some issues, however, we are concerned that the Government has not gone far enough or has not so far showed signs of acting with sufficient vigour.

(Human Trafficking: Update, HC 1056, HL Paper 179, 2006–07, 18 October 2007, p. 5)

In particular the report stresses the need for the early ratification of the Council of Europe Convention on Human Trafficking, protection for the victims of trafficking, including a period of recovery and reflection, to be incorporated into the legislative framework, annual reports from the Government to Parliament and for the Government to drop its reservation to the UN Convention on the Rights of the Child, to ensure greater protection of child victims of trafficking.

Select Bibliography

Cited works

Gregory, M. and Connolly, S., 'The Price of Reconciliation: Part-time work, families and women's satisfaction', *Economic Journal*, February 2008

BERR Select Committee Press Release, '*Jobs for the Girls: Two Years on – Report Summary*', PN 21, February 2008:
http://www.parliament.uk/parliamentary_committees/berr/berrpn_21_0708.cfm

House of Commons Select Committee on Business, Enterprise and Regulatory Reform *Jobs for the Girls: Two Years On*, HC 291-I, 2007–08, 9 February 2008:
<http://www.publications.parliament.uk/pa/cm200708/cmselect/cmberr/291/291.pdf>

Fawcett Society Press release, '*Fawcett comments on BERR Select Committee report*', 9 February 2008: <http://www.fawcettsociety.org.uk/index.asp?PageID=606>

Home Office Statistical Bulletin *Homicide, Firearm Offences and Intimate Violence 2006/07*, 31 January 2008: <http://www.homeoffice.gov.uk/rds/pdfs08/hosb0308.pdf>

Fawcett Society Press release, 'New campaign launched for justice for rape victims', 29 January 2008: <http://www.fawcettsociety.org.uk/index.asp?PageID=600>

Home Office, *Saving Lives, Reducing Harm, Protecting the Public*, February 2008:
<http://www.homeoffice.gov.uk/documents/violent-crime-action-plan-180208?view=Binary>

EVAW, *Map of Gaps: The Postcode Lottery of Violence Against Women Support Services*, November 2007:
http://www.endviolenceagainstwomen.org.uk/documents/Map_of_Gaps.pdf

Government Equalities Office, *Priorities for the Ministers for Women*, Cm 7183, July 2007: <http://www.official-documents.gov.uk/document/cm71/7183/7183.pdf>

Cabinet Office, *Fairness and Freedom: The Final Report of the Equalities Review*, February 2007:
http://archive.cabinetoffice.gov.uk/equalitiesreview/upload/assets/www.theequalitiesreview.org.uk/equality_review.pdf

Selected House of Commons Library papers

House of Commons Library Standard Note SN/SG/1250, *Women in Parliament and Government*, 29 February 2008:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snsg-01250.pdf

House of Commons Library Standard Note SN/BT/4605, *Public sector pay*, 31 January 2008:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snbt-04605.pdf

House of Commons Library Standard Note SN/HA/4324, *Human trafficking: UK responses*, 14 January 2008:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snha-04324.pdf

House of Commons Library Standard Note SN/BT/4376, *Green Paper: Single Equality Bill*, 5 November 2007:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snbt-04376.pdf

House of Commons Library Standard Note SN/BT/1429, *Maternity Pay and Leave*, 11 May 2007:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snbt-01429.pdf

House of Commons Library Standard Note SN/HA/4294, *Rape*, 29 March 2007:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snha-04294.pdf

House of Commons Library Standard Note SN/BT/2994, *Gender Equality*, 5 March 2007:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snbt-02994.pdf

House of Commons Library Standard Note SN/SG/2936, *Women: Statistics for International Women's Day*, 5 March 2007:
http://pims.parliament.uk:81/PIMS/Static%20Files/Extended%20File%20Scan%20Files/LIBRARY_OTHER_PAPERS/STANDARD_NOTE/snsg-02936.pdf

