



## The 15 happiest places to live in Britain

Bricks & Mortar  
20-page pullout



## Caitlin Moran's Celebrity Watch

Times2



OWEN HUMPHREYS / PA

Warm glow Daffodils sparkle in the sunshine at Warkworth Castle in Northumberland. Today is forecast to be the warmest of the year so far. Weather, page 62

## One woman at the top is enough for male bosses

Kaya Burgess

The old boys' club at the top of major corporations may finally have started admitting women — but male executives promote only one woman to a senior position before slamming the door on other female employees, research has suggested.

Male-dominated companies think that they have "done their job" by promoting a woman to a managerial role, halving the prospect of another woman following in her footsteps.

"We thought that the hiring of one woman would lead to a snowball effect at a given company," Cristian Dezső, a professor at the University of Maryland's Robert H Smith business school, said. "In fact, what we find is exactly the opposite. Once they had appointed one woman, the men seem to have said 'We have done our job'."

"This may be because the men feel that such an appointment already puts them ahead of most companies, which is true."

Professor Dezső added: "Once a company had appointed one woman to a top-tier job, the chances of a second woman landing an elite position at the same firm drop substantially — by about 50 per cent."

The study, published in the *Strategic Management Journal*, analysed senior roles at 1,500 companies between 1991 and 2011, including big banks, retail chains, supermarkets and food and clothing companies. It rejected the existence of a "queen bee" effect, where the first woman in a company hired to an executive position perceives other women as a threat and opposes their promotion.

David Ross at Columbia Business School, who co-wrote the study, said: "The malignant interpretation is that companies perceive there being a PR value in having some representative woman on a senior team and make an extra effort to achieve that. Once they have, they say, 'We're done. We don't want any more.' The more benign interpretation is that, in some male-dominated companies, they genuinely want to see more gender equity and work towards that, but once they start making progress they stop trying as hard for the next opening." He warned

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# Tories freeze rail fares as Labour edges ahead

Cameron determined to prevent rip-offs at the ticket office

Graeme Paton  
Transport Correspondent

Rail fares will be frozen in real terms over the next five years under Conservative plans to prevent more than 250,000 commuters being ripped off at the ticket office.

David Cameron will announce today that regulated tickets will be kept in line with inflation until 2020, saving passengers an average of £400 each. Train companies will also be banned from using flexible pricing policies to put some fares up by as much as 5 per cent.

The move comes as three polls last night showed Labour pulling ahead by up to six percentage points while the Tories faced growing anger over personal attacks on Ed Miliband.

The most striking poll, by Panelbase, put Labour on 37 per cent to the Conservatives' 31 per cent. A TNS poll had Labour on 33 per cent, up one percentage point, while the Tories were down three points to 30 per cent. Survation put Labour on 35 per cent, up from 33 per cent since the firm's last poll on April 3, while the Conservatives dipped one point to 31 per cent. Its survey also

found Mr Miliband's personal ratings higher than those for Mr Cameron.

In a blow for Labour, however, a YouGov poll showed the SNP at its highest level — 49 per cent — dashing the party's hopes that television debates this week might have checked the Nationalists' surge in Scotland. With such low ratings, Labour could lose 37 of its 41 seats north of the border.

The Conservatives were on the back foot yesterday for a second day running. On Wednesday, Mr Miliband announced a plan to abolish "non-dom" status under which overseas-

born British residents, or those with foreign fathers, can take advantage of lucrative tax breaks.

Yesterday, *The Times* published an explosive article from Michael Fallon, the defence secretary, accusing the Labour leader of being prepared to "stab the United Kingdom in the back" by doing a deal with the SNP on the Trident nuclear weapons system. Mr Fallon compared such "lust for power" to Mr Miliband's fight against his brother, David, for the party's leadership. General Lord Dannatt, the former

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### IN THE NEWS

#### Pollution warning

Health warnings have been issued as a combination of traffic fumes and strong winds from the Sahara are expected to bring high levels of pollution tonight. **Page 3**

#### Heist 'inside job'

The Hatton Garden jewellery heist was a sophisticated operation with no signs of forced entry, police said. They are investigating a "limited pool" of suspects. **Page 5**

#### Ex-Yard chief inquiry

A former head of Scotland Yard is being investigated over allegations that information was not fully disclosed to the public inquiry into the murder of Stephen Lawrence. **Page 6**

#### Isis jails own fighters

European jihadists have been imprisoned by Islamic State to prevent them fleeing the network's caliphate after they became disillusioned by bitter infighting. **Page 32**

#### Rose leads charge

Justin Rose led the British challenge for the Masters last night with an opening round of 67. Rory McIlroy recovered from a nervous start to close with a round of 71. **Page 76**

