



**Bulletin 147**

**September 2009**

## **GENDER PAY REPORTING IN THE PRIVATE SECTOR**

The Equality and Human Rights Commission has launched a consultation on the proposal in the Equality Bill to introduce gender pay reporting for private sector employers with at least 250 employees. The consultation closes on 28<sup>th</sup> October 2009.

Private sector employers will be required to publish information relating to employees' pay to show whether there are differences in the pay of male and female employees.

The Government has committed not to issue regulations before 2013 and had explained that it will only do so then "if sufficient progress on reporting has not been made". It is proposed that the EHRC will develop a set of metrics for gender pay reports in consultation with business and unions and will monitor progress on reporting within the private sector annually. The consultation paper suggests several methods of the gender pay gap including whether to use full time and part time figures separately or a single figure incorporating both full time and part time work. The consultation paper has requested views on how the information should be reported. The aim is to encourage private and voluntary sector employers with more than 250 employees to report on gender pay on a voluntary basis so that the Government will not be required to implement the mandatory reporting provisions in the Equality Bill.

If you require any specific advice in connection with the material contained in this bulletin, or on any other Employment Law issues, please contact: Paul Chamberlain in Manchester on 0161 836 8864, Andrew Cross in Liverpool on 0151 600 3062 or Kevin James in Preston on 01772 229847.

If you no longer wish to receive the bulletin please let us know by return e-mail to [helen.calvert@brabnerscs.com](mailto:helen.calvert@brabnerscs.com)

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