



## European network of legal experts in gender equality and non-discrimination

### NEWS REPORT

**Country:** United Kingdom  
**Title:** Equal Pay Audits  
**Date:** 24 August 2015  
**Expert:** Aileen McColgan  
**Context**  
**Issue at stake:** Equal Pay  
**Ground of discrimination:** Sex  
**Source:** Policy development  
**Field:** Employment  
**Applicable law:** Equality Act 2010 Section 78

### Content

**Policy development:** It was reported in July 2015 that the Prime Minister, David Cameron, had decided to implement the provision of the Equality Act 2010 (Section 78) which provides for regulations to require employers of more than 250 staff to publish information 'relating to the pay of employees for the purpose of showing whether, by reference to factors of such description as is prescribed, there are differences in the pay of male and female employees'. The Prime Minister referred to the obligation to publish information relating to the difference 'between average female earnings and average male earnings'.

**Key points of analysis:** As pointed out at the time of Cameron's announcement, merely requiring information on the gaps between the *average* pay of men and women may be of limited usefulness as, for example, the presence of a few very highly paid women in a company could disguise gender pay gaps between men and women further down the hierarchy. Having said this, any transparency as regards gender pay gaps can only be welcomed.

### **Internet link source:**

<https://www.gov.uk/government/consultations/closing-the-gender-pay-gap>, accessed 24 August 2015.