



# Voluntary Gender Equality Reporting

## Think, Act, Report

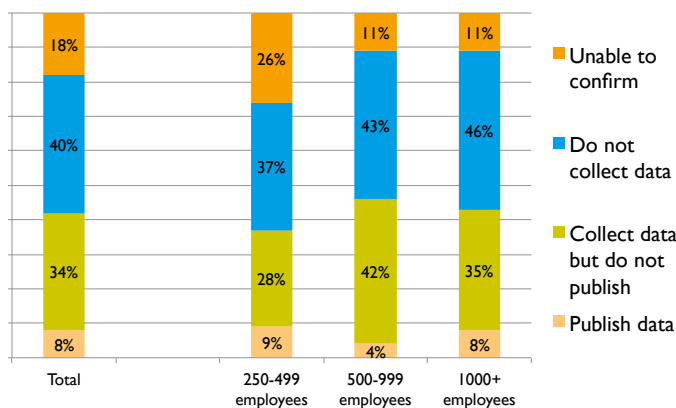
Many employers already recognise the benefits of promoting gender equality and are taking action to address the barriers that women often experience in the workplace.

Working with partner organisations and employers, the Government has developed a new voluntary framework, called **Think, Act, Report**. This will support employers in the private and non-profit sectors to look at their workforce from a gender perspective, to act on issues revealed through this analysis, and ultimately to report publicly to improve transparency on gender equality issues.

## Employers thinking, acting and reporting on gender equality

Amongst large employers, about **8%** publicly report diversity information on their workforce. The most common type of information published was on gender diversity, which **7%** of employers reported publicly.

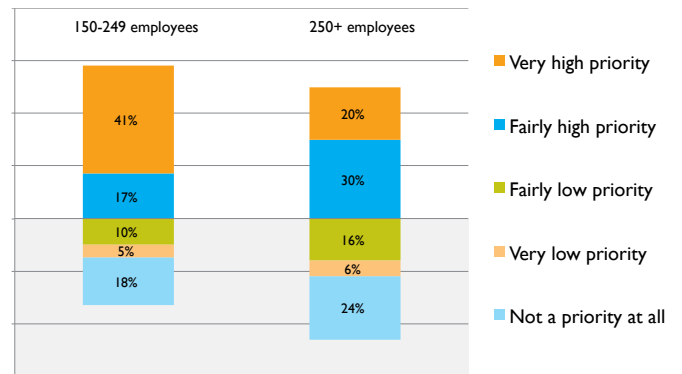
Figure 1: Proportion of large private sector employers who collect and report on diversity data



Source: GEO (2009) 'Private Company Reporting of Workforce Diversity Data' GEO Research Report prepared by IFF Research

When asked, **50%** of large employers said that reducing their gender pay gap was a "very high" or "fairly high" priority (Figure 2). Amongst medium sized employers, a slightly larger proportion (**58%**) reported that it was a very high or fairly high priority.

Figure 2: Priority attached to reducing the gender pay gap

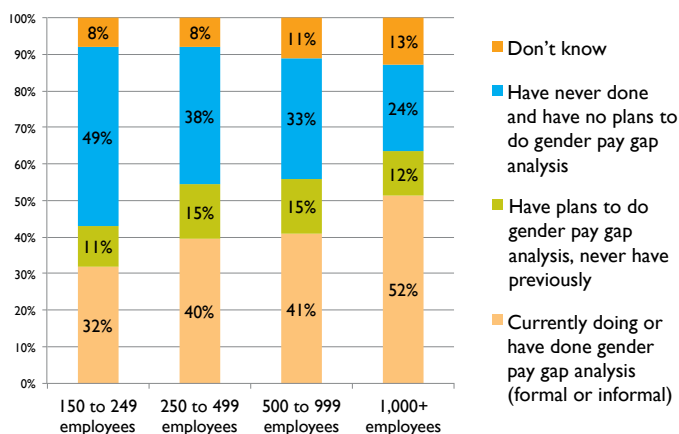


Source: Dewson, S., Gloster, R., Chubb, C., Carta, E. & Reilly, P. (2011) 'Voluntary Gender Equality Reporting in Organisations with 150 to 249 employees', Government Equalities Office Research Report 2011/03; Adams, L., Gore, K. & Shury, J. (2010) 'Gender Pay Gap Reporting Survey 2009', Equality and Human Rights Commission Research Report 55

Employers were also asked whether they had a planned approach to tackle the gender pay gap in their organisation. For large employers, **23%** had a planned approach, and at least **20%** of medium-sized employers had a planned approach.

Figure 3, overleaf, shows the proportion of employers who currently undertake any type of gender pay gap analysis, formal or informal. Within large employers, **43%** report that they are either currently doing or have done gender pay gap analysis, and a further **12%** report that they plan to do some analysis. The proportion that have undertaken pay gap analysis is slightly lower for medium-sized employers.

Figure 3: Employers conducting analysis on their gender pay gap, by size



Source: Dewson et al (2011); Adams et al (2010)

Whilst many organisations conduct some kind of gender pay gap analysis, it is much less common for employers to report on gender pay gaps, either to their own staff or externally. Just **3.7%** of large employers reported a gender pay gap within their organisation, and **1.3%** reported externally.

Amongst medium-sized employers, **4%** reported on their gender pay gap but due to relatively small sample sizes this proportion is not statistically significantly different from the figures for larger employers.

Our research suggests that the majority of employers who do not conduct gender pay analysis are not constricted by resources, but do not feel that it is necessary.

Table 1: Employers reporting gender pay gaps internally and externally by size

	Number of employees			
	150-249	250-499	500-999	1,000+
%				
Internal reporting	4	3.6	2.6	4.8
External reporting	4	1.1	1.2	2.0
<b>Sample size</b>	<b>185</b>	<b>364</b>	<b>238</b>	<b>298</b>

Source: Dewson et al (2011); Adams et al (2010)

## A voluntary approach for gender equality reporting

Whilst many employers have active and effective approaches to promoting gender equality in their organisation, the Government is encouraging more transparency and reporting. We have published a Transparency Framework (developed with partner organisations and published on the Government Equalities Office website at <http://www.homeoffice.gov.uk/vger/>) and ACAS have produced guidance for employers who want to improve what they do in this area (at <http://www.acas.org.uk/vger/>).

To monitor the progress of this voluntary approach, Government will be conducting another survey of employers in 2012 and will be reporting annually on progress against a number of indicators, including the proportion of employers with a planned approach to tackling the gender pay gap and the proportion reporting on diversity and pay gaps.

For more information about the prevalence of gender equality monitoring and reporting, case studies of employers already acting and how the Government will monitor the progress of the Think, Act, Report approach, please see our paper **Voluntary Gender Equality Reporting: Baseline Report 2011**.