

The Gender Pay Gap CRM:0646017

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To

a_baron@btinternet.com

Feb 25 at 4:21 PM

Dear Alexander

Thank you for your email regarding the proposed regulations for the mandatory reporting of the gender pay gap. I am responding as an official from the Government Equalities Office.

As you rightly point out, equal pay has been illegal since 1970 – the gender pay gap is not the same as equal pay. The government aims to eliminate the gender pay gap in a generation by tackling the drivers that can cause differences between men and women's earnings on average. The causes of the gender pay gap are complex and overlapping, including:

- Not just about unequal pay for comparable jobs. The gender pay gap is the difference between men and women's average salaries.
- Women tend to end up concentrated in occupations and sectors that offer narrower scope for financial reward.
- A proportion is due to differences in years of experience of full-time work or the negative effect on wages of having previously worked part-time or having taken time out of the labour market to look after family.
- Many older workers need to keep their skills updated and learn new ones in order to take advantage of employment opportunities in growing sectors.

Introducing regulations that will increase transparency around differences in pay and bonuses will ensure that large employers promote gender equality by modernising workplaces across Great Britain. The regulations are a part of our wider strategy to close the gender pay gap in a generation. For example, we have extended the right to request flexible working to all employees, introduced a new system of flexible parental leave and committed to providing 30 hours of free childcare a week for working families with 3- and 4- year old children.

Thank you for sending your response to our current consultation.

Kind regards,

The Government Equalities Office

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