

# Voluntary gender equality reporting: Baseline report 2011

This baseline report is founded on the Equalities Strategy of the Coalition Government, and its decision not to use the powers taken by the previous government in the Equality Act 2010 to require companies to report on their gender pay gap. Instead, the government has been working with partner organisations and employers to develop a voluntary approach to improving transparency on pay and wider workplace equality issues. This baseline report reveals that 43 per cent of large employers carry out some form of analysis of their gender pay gap. However, fewer employers report publicly on gender equality measures; about 7 per cent of large employers report externally on gender diversity in their organisation (for example, the gender composition of their workforce) and only 1.3 per cent of large employers report their gender pay gap externally

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