



Mandatory Gender Pay Gap Reporting

25 March 2019 update

3,260

Companies disclosed to date
(2018/2019)

2,902

Companies that have made
their second disclosure

Disclosures so far in 2018/2019

Based on the companies disclosed so far, the mean pay gaps appear to be slightly lower in the second year of reporting compared to the first. Just over half of companies making their second disclosure have seen a reduction in their gender pay gap but over a third have seen an increase in this gap. The bonus gap has increased in nearly three quarters of organisations who have disclosed so far.

The 5 April reporting deadline for the second year of mandatory gender pay gap reporting is less than 2 weeks away. Even so, the vast majority of organisations are yet to disclose their year two figures.

The majority of those who have reported have seen an improvement in their mean hourly pay gaps. The mean bonus pay gaps have however worsened at over 70% of these organisations.

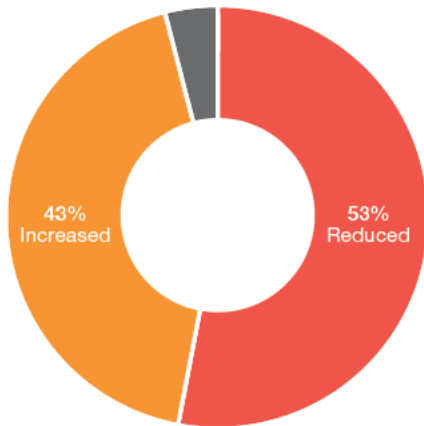
Publishing ahead of the pack has enabled employers to demonstrate that they genuinely care and are committed to gender diversity. A number of employers have also taken this opportunity to communicate both gender focused and wider diversity and inclusion initiatives, and to seek greater engagement with various employee groups.

For the large number of organisations who have not yet disclosed, there is now very little time left. There is a risk that publishing just before the deadline is perceived as a compliance driven tick box exercise. To help avert this, strong communication of the context to the numbers and actions being taken to reduce the pay gaps and promote gender diversity will be vital.

Find out more at:
<http://www.pwc.co.uk/genderpay>

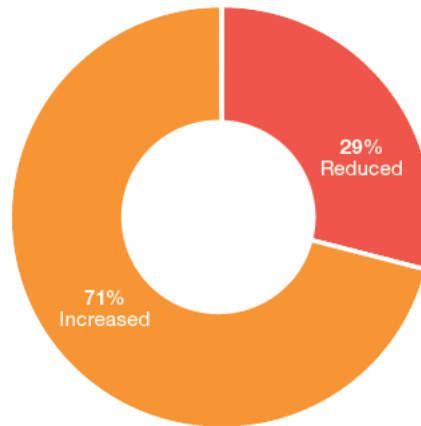


Pay gap movement



■ Reduced ■ Increased ■ No change

Bonus gap movement

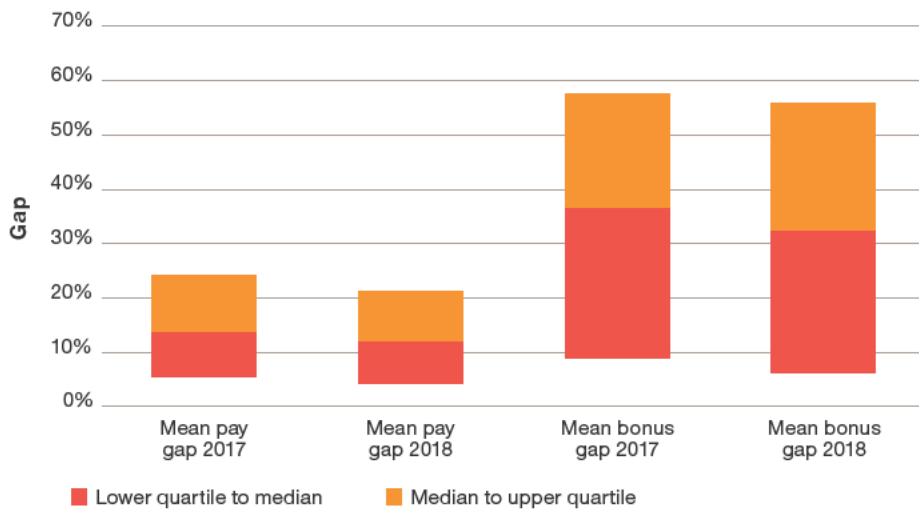


*Bonus analysis excludes companies where either no men or no women received a bonus and therefore it is not possible to calculate a bonus gap.

Reporting – Year 2

So far 3,260 companies have disclosed their gender pay figures based on data at April 2018. For 2,902 of these companies, this is the second disclosure they have reported under the gender pay gap reporting regulations.

Overview of key figures



Want to know more

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