

Press release: Private sector employers report second year of gender pay gap data

Introduced in 2017, gender pay gap legislation means that every employer with 250 or more employees has to publish the differences between what they pay their male and female staff in average salaries and bonuses. This is the second year that employers have been required to report their data.

The Government Equalities Office (GEO) estimates that around 50% of relevant employers have put in place an action plan to tackle their pay gap. Ministers want to see that number increase and the GEO have published guidance to encourage employers to identify why they have a gender pay gap and how they can work to resolve it.

The data from this year's public sector reporting shows:

- 8,424 private sector employers reported their data
- 3,736 employers saw their pay gap improve
- 3,387 employers saw their pay gap worsen
- 645 employers reported no change in their pay gap

Latest statistics from the ONS show that, across all employers, the median gender pay gap is at a record low of 17.9%, down from 18.4% the previous year.

Minister for Women and Equalities, Penny Mordaunt, said:

"Actions to tackle the gender pay gap are good for business. That's why we have produced support to help employers close their gaps.

"We recognise that in order to close the gap entirely we still need a much wider cultural change, that is why we have introduced a range of initiatives to tackle the drivers of the gap, including shared parental leave and spending around £6 billion on childcare support."

Over the past year, the Government Equalities Office (GEO) has been working with employers in a number of sectors to encourage them to put in place detailed and effective action plans to reduce their pay gap.

One of these is the retail sector which has a large number of female employees working in customer facing roles. The British Retail Council are working with their members, supported by GEO, to increase the opportunities for women to progress to more senior roles while retaining the flexibility that attracted them to the sector in the first place.

Helen Dickinson OBE, Chief Executive of the British Retail Consortium, said:

"We know that many people choose to work in retail because of the flexibility

it offers. With more than half of jobs in the industry offered on a part-time basis, retail supports women and other individuals who cannot, or choose not to, work full-time.

“Retailers have been focused on diversity and inclusion for a long time and the gender pay gap figures are just one aspect of a much broader agenda. Working with the Government Equalities Office we hope to support those who can to take steps to reduce their pay gap over time and, more importantly, build on the strong foundations we have as a leading employer of women and create equal opportunity for all within the retail industry.”

Notes to editors:

Companies that are taking positive action against their pay gaps, may still see their gap widen this year. This is because companies that are taking effective action to close their gender pay gap may be taking steps to hire more women, if these are in junior positions then it could see the average wage for women drop within that organisation. Likewise, a senior female leader could move on to another opportunity and that may cause a short term widening of the gap within that organisation. The data from this year's public sector (deadline March 30th) reporting showed:

- 1,536 public sector employers reported their data
- 703 employers saw their pay gap improve
- 658 employers saw their pay gap worsen
- 90 employers reported no change in their pay gap

All Gender Pay Gap data can be found at:
<https://gender-pay-gap.service.gov.uk/>

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More than 8,000 private sector employers published their gender pay gap data by the reporting deadline last night (12am – Thursday 4 April).

Speech: The effects of human rights

violations on the population and the political future of Haiti

Thank you, Mr President. This has been an especially rich and informative session on Haiti, thanks largely to our briefers this morning. I think the presence of the High Commissioner in the chamber today reminds us all that human rights are of vital importance both in their own right and across the other two pillars of the UN. We know that states that violate human rights are less prosperous, less stable, less able to meet the demands of their people and more likely to pose a threat to international peace and security.

Mr President, I want to focus on three issues today. First, on Women, Peace and Security. Ms Viaud drew our attention to the many barriers faced by women in Haiti, including a lack of access to healthcare, gender-based violence and a lack of access to justice. We strongly agree with the calls you made this morning, in particular for improved services to survivors of gender-based violence – especially for fair and safe access to justice – and for ensuring that whatever UN entity succeeds MINUJUSTH must ensure that any gains made on gender equality are preserved and should also support women's protection and empowerment.

And I would also echo the call that you made for the improved participation of women in political life – a point made by my Belgian and Dominican colleagues. Surely this will help accelerate progress to securing improved rights, justice and access to services for women.

And I also agree that it's very important that the UN in their reports to this Council should focus on this issue and update us on progress.

Second, turning to the human rights situation in Haiti, we very much agree with other speakers that whilst there has been progress in the human rights situation, that progress has been uneven and serious concerns remain. We welcome the work that has been done on the development of a National Action Plan on Human Rights and the appointment of a ministerial level human rights focal point. And we welcome the other improvements mentioned in the Secretary-General's report. However, at the same time, we remain concerned about the human rights abuses allegedly committed by the Haitian National Police during the demonstrations of October and November 2018, including allegations of summary executions. And it's also a concern that according to the Secretary-General's report, 74 percent of the prison population are still on pre-trial detention and a death rate of those in prison, according to this helpful handout from the UN, has actually increased from 11% to 14 %. Those concerns remain.

I want to emphasize that if Haiti is to accelerate on its path to stability and prosperity based on a reinforced social contract between the state and its citizens, then human rights need to come front and centre. And this is a particularly important element of the shift away from peacekeeping to peace building that we really hope can be prioritised.

And in the spirit of interactivity, Mr President – you encourage us to ask questions – it would be useful to know from the UN when the results of the MINUJUSTH investigation of events at La Saline will be completed and hopefully made available to this Council.

Third and finally, on the question of the reconfiguration of the UN presence that many speakers have touched on, the UK broadly supports the Secretary-General's proposal for MINUJUSTH to be succeeded by a special political mission. We especially welcome the fact that human rights and women's protection and empowerment will be at the centre of this mandate. I hear very much the concerns of the Dominican Republic; It is important that this transition happens in a responsible and smooth way, taking account of the situation on the ground as we move from a peacekeeping presence to a special political mission.

And we'd like to reiterate our appreciation for the work of OHCHR, encourage all states to cooperate with them and offer them their full support. The UN has a clear role to play to ensure an integrated and sustainable transition, but it will ultimately be the government of Haiti's leadership that will make this a success.

Thank you.

[News story: On track for inclusivity](#)

On track for inclusivity – GOV.UK

Debbie Francis, Direct Rail Services' Managing Director, was announced as the winner of the Inclusivity Award at the IOD North West and Isle of Man Awards 2019 in Manchester last night.



Debbie Francis, Direct Rail Services' Managing Director

The awards have been running for 15 years, and represent the pinnacle of leadership and business excellence – highlighting the significant contribution business leaders can make to society and economic prosperity in the region.

Debbie has led from the front during her time as Managing Director of DRS, a subsidiary of the Nuclear Decommissioning Authority, championing several initiatives to promote diversity and inclusion within DRS and across the wider NDA group.

Debbie said:

I am passionate about personal development, pushing the boundaries and accepting everyone has different goals.

For me, the issue around diversity and equality all boils down to flexibility and caring about your employees. I firmly believe that treating people in your business with respect, and making it a great place to work, is one of the most important parts of success.

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Thank you for your feedback