



## WORKPLACE GENDER REPORTING OBLIGATIONS

### EMPLOYERS NEW OBLIGATIONS UNDER THE WORKPLACE GENDER EQUALITY ACT 2012.



Under the newly renamed Workplace Gender Equality Act 2012 all non –public sector employees with 100 or more employees are required to report to the Workplace Gender Equality Agency.

The reporting period is from 1 April to 31 March annually. Under the amended legislation the Act allows for employers to transition to the new regime before it comes into full effect in the 2013-2014 reporting period at which time employers must then prepare and lodge public reports that fully comply with the legislation. Under the legislation the reports are required to have information ( referred to as gender equality indicators) regarding:

- ◆ Gender composition of workforce and governing bodies.
- ◆ Total remuneration paid to women and men during the reporting period.
- ◆ The availability and usage of flexible working arrangements and arrangements supporting employees with family or caring responsibilities.

- ◆ Level of consultation with employees on gender equality issues within the workplace.

Employers will also be required to make these reports available to employees, shareholders and the relevant unions ( this requirement commences during the 2012-2013 reporting period). Information regarding the gender equality indicators is not required until the 2013-2014 reporting period).

Employers will face sanctions under the legislation for providing false or misleading information or failing to comply with the new reporting requirements. This may include publically naming the employer as having failed to comply with the Act and setting out the details of non compliance.

In an effort to reduce the impact on business employers will be able to submit reports online using a secure web portal.

