

There are now less than two weeks before private sector employers with 250 or more staff must publish their first gender pay gap reports.

So far, just over 4,000 employers (out of an estimated 9,000 caught by the new reporting requirements) have uploaded their statistics to the [government's reporting website](#). Whilst most employers have, therefore, yet to publish their data, this number compares favourably to even only a few weeks ago, when scarcely 10% of affected employers had published the necessary information.

Most employers would seem to be leaving it to the last minute to publish their data. This in itself is not a problem – there is no legal obligation to publish the information before 4 April – but if you want to avoid appearing as a blip on the Equality and Human Rights Commission's (EHRC's) radar, it would be best to ensure you publish on or before the deadline.

The EHRC has [warned](#) that employers are entering the "last chance saloon" to report their gender pay gap, as it publishes its [final strategy](#) on how the regulations will be enforced. Its focus during 2018/19 will be on those employers who do not publish the information required at all. Apparently, letters will be sent to all non-compliant employers on 9 April and they will then be given 28 days to comply before an investigation takes place and an unlawful act notice is issued. Whilst there are arguments to be had about what enforcement powers the EHRC actually has, it is clear that it is serious about wanting employers to comply with their gender pay gap reporting obligations.

There is still time to act! We have been working closely with clients over the last 12 months to help them comply with the new reporting obligations. If you are currently analysing your statistics or putting the final touches to your narrative and would like to discuss any last minute questions you may have, please do get in touch.

Do not forget that 5 April 2018 is the next "snapshot date", so you will then have to do all this again!

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