

United Kingdom Mandatory Gender Pay Gap Reporting (Equality Act 2010 / 2017 Regulations)

Gender Equality · Good practice · United Kingdom

Quality score: 100/100

Evidence strength: Observational / pre–post

Summary

Since April 2017, all UK employers with ≥250 staff must publish annual gender pay gap data. Over 10,700 employers now report annually; the OECD median gender wage gap fell from 16.8% (2016) to 13.3% (2023), a 3.5 pp reduction. The model directly inspired the EU's Pay Transparency

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[UK Government Equalities Office / Equality and Human Rights Commission \(EHRC\)](#) — accessed 2026-06-21

[UK Government – Gender pay gap reporting overview](#) — accessed 2026-06-21

[ONS – Gender pay gap in the UK: 2023](#) — accessed 2026-06-21

[World Bank – Pay transparency policies \(UK & Denmark\)](#) — accessed 2026-06-21

[OECD – Gender wage gap indicator](#) — accessed 2026-06-21

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