

[News story: View Gender Pay Gap Information](#)

Thousands of employers are now required to publish their gender pay gap figures for the first time. You can see what information companies have published so far on the [gender pay gap viewing service](#).

As part of the new regulations, by April 2018 employers will be required to:

Publish their median gender pay gap figures

By identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.

Publish their mean gender pay gap figures

By taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.

Publish the proportion of men & women in each quartile of the pay structure

This data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take action to support their career development.

Publish the gender pay gaps for any bonuses paid out during the year

As there is a significant issue around bonus payments in some sectors, employers will also have to publish the proportion of male and proportion of female employees that received a bonus during the year.

Employers will also be encouraged to publish an action plan alongside the figures on their own website, demonstrating the steps they will take to close the gender pay gap within their organisation.