

News story: Gender Pay Gap Reporting Goes Live

Thousands of employers will publish their gender pay gap figures for the first time from today, helping break the glass ceiling and create a more modern workforce.

The UK is one of the first countries in the world to require gender pay gap reporting and follows the government's commitment to introduce the requirements at the last election. This is a key part of the government's work to eliminate the gender pay gap.

Voluntary, private and public sector employers with 250 or more employees will be required to publish their figures by April 2018. The regulations will cover approximately 9,000 employers with over 15 million employees, representing nearly half of the UK's workforce.

The UK gender pay gap is already at a record low of 18.1 per cent. These requirements will help employers to identify the gaps in their organisations and take action to close their gender pay gap.

Ensuring that women have the same opportunities as men to fulfil their potential in the workplace is a key part of building a country that works for everyone, as the Prime Minister made clear in her first speech outside Downing Street.

Minister for Women and Equalities Justine Greening said:

We have more women in work, more women-led businesses than ever before and the highest proportion of women on the boards of our biggest companies. This has helped us to narrow the gender pay gap to a record 18.1 per cent – but we want to eliminate it completely.

Helping women to reach their full potential isn't only the right thing to do, it makes good economic sense and is good for British business. I am proud that the UK is championing gender equality and now those employers that are leading the way will clearly stand out with these requirements.

The benefits of helping women to unlock their talents are huge – eliminating work-related gender gaps could add £150 billion to our annual GDP by 2025. That is an opportunity that neither Government nor businesses can afford to ignore.

As part of the new regulations, 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. Employers will be asked to use data from a 'snapshot' period in April to calculate this average.

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 their figures, demonstrating the steps they will take to close the gender pay gap within their organisation.

The Government is working with leading employers who are exploring publishing their figures early.

The Government Equalities Office has also launched its [new campaign page](#) where employers can access resources, case studies and publish their gender pay gap figures.

The new gender pay gap mandatory reporting requirements are part of wider work the Government is doing to support women in the workplace. This includes £5 million to increase returnships, offering 30 hours of free childcare, and introducing shared parental leave and new rights to request flexible working. There is also extensive cross-Government work to get more women into the top jobs at the UK's biggest companies and to get more girls taking STEM subjects at school.

News story: Lord Bridges speech to Alliance of European Metropolitan Chambers

Thank you for inviting me to speak today and for setting up this event.

I have looked at today's agenda and declaration, and listened to some of the discussions taking place. This is all a fantastic contribution to the debate and so thank you for providing it.

It's great to see the representatives of so many of Europe's wonderful cities here in my home city, London.

I was born and brought up in south west London – in SW19 – rather too many years ago, and I have seen London change before my eyes to become the global, multicultural and vibrant city it is today.

And I'd like to start by thanking all those who have made that happen, some of whom are in this room. Mayors past, and Mayor present – but above all the people, the millions of people who make London what it now is.

And it's people – whether in London, or in Madrid, or Dublin, or any of the other cities represented here today – it's obviously them, their skills, their innovation, their culture. It's that which gives any city its distinct characteristic and underpins a city's success.

Look through history: the Turin of Giovanni Agnelli, the Paris of Claude Monet, the Berlin of Carl Siemens – the list is long of those cities which gave birth to great enterprise, cultural movements or innovations that have changed the world.

And I would argue that the hallmark of the success of these cities is that they have been a honeypot for talent: people who buzz with ideas, with energy and creativity. They are cities that have nurtured trade – be it the coffee houses of the City of London or the docks of so many European cities.

They are cities where universities have flourished and innovation has been fostered.

They are cities which, while proud of their own heritage and culture, have enjoyed being part of an international network – a network in which ideas are exchanged and goods traded.

Above all, they are cities that have lead change, welcomed change and embraced change.

Here in London today, we stand on the threshold of a great change – our withdrawal from the European Union. We need to think what this means for London and the cities represented here today.

And so let me make it very clear from the outset that, given the shared success of our cities over generations, while we are leaving the European Union, we are definitely not leaving Europe.

Our history, our culture, our trade is entwined with Europe's. The task before us, all of us, is now to create a new partnership – a partnership the Prime Minister described as deep and special – that enables us to continue to thrive and prosper together.

As the Prime Minister has said many times, we want to reach an agreement with the European Union. We believe that doing so is in our interests and in Europe's interests.

As for the nature of the agreement, it should be comprehensive – with a fair settlement of the UK's rights and obligations as a departing EU member state. And we should come to an agreement on the terms of our withdrawal at the same time as we agree the terms of our future partnership.

Much has been written about whether this agreement is possible. After all, we find ourselves in a unique position. We have been a member of the EU for the last 40 years.

Many of our laws, our regulations and standards are completely aligned with the EU. So unlike other non-EU states who, when they do a trade deal with the EU, are trying to bring down barriers, we are seeking not to put barriers up.

What's more, we obviously do billions of pounds of trade with the EU, as the EU does with the UK – £290 billion of EU goods and services are exported to the UK each year. So, as I say, it is in all our interests to come to an agreement.

But what kind of agreement are we looking for? Let me answer that question by looking through the prism of what makes cities a success. Themes you've been talking about today.

Immigration

First, the success of a city is due to its people and its access to talent.

To win in the global marketplace, businesses right across the UK – as well as Europe – need access to the best talent, drawn from all corners of the world.

Brexit will, emphatically, not change this.

We've made it clear that we intend to take control of immigration. But, in so doing, we need to be sensitive to the needs of businesses, large and small, as well as other organisations such as universities.

So, as we consider what form that new immigration system might take, we're very aware of the impact that different options might have on different sectors of the economy and on the labour market in different parts of the country.

I can't go into detail now, but let me make two points.

First, we'll always welcome those with the skills, the drive and the expertise to make our nation better still. And we very much hope that the same will apply in countries across Europe, where many UK citizens work today.

Second, we wish to see the status of both UK nationals in the EU and EU nationals in the UK resolved at the same time; and to do so as early as possible in the negotiations.

It's good to see that so many of our European partners agree with the simple thought that we must address this issue as soon as we can, as it is causing understandable anxiety for hundreds of thousands of people here and in the EU.

Let us all hope that our shared values, which underpin the open and tolerant societies in which we all live, will enable that agreement to be reached swiftly.

Innovation

Access to talent is crucial, not simply to help the businesses of today to succeed, but to ensure that we sow the seeds for future success by supporting innovators, entrepreneurs, scientists and researchers.

Many of the European cities represented here can, like London, be proud of their universities, and their history of research and development.

We know how important it is for universities, and the research community generally, to be able to collaborate and co-operate. Of course funding is important, including programmes like Horizon 2020.

But these networks deliver other, unquantifiable benefits. And they are European networks to which, without wishing to boast, we believe that our universities contribute a great deal.

That is why we have said that we wish to find a way in which we can continue to co-operate with our European partners, so that we can all continue to benefit from the fruits of such co-operation.

Trade

Talent and innovation are two building blocks of prosperity. Trade is obviously another.

The Government has said that we want trade in goods and services to be as free and frictionless as possible. As you say in your declaration, we need to minimise the barriers to trade and export activity within Europe.

And, as I mentioned earlier, the challenge is to stop barriers being erected between the UK and the EU, be it at the border or bureaucracy behind the border. Some of these issues have been discussed today, such as air freight –

we will be exploring them in great detail.

How we achieve this will be a matter for the negotiation. We're helped by the fact that the UK's standards and regulations – be it on manufactured products or financial services – will be identical with the EU's on the day we leave.

As the Prime Minister set out in her letter to trigger Article 50, we want to prioritise how we manage the evolution of our regulatory frameworks to maintain a fair and open trading environment, and critically how we resolve disputes.

On top of that, as you also say in your declaration, we need to keep Europe moving. Aviation, shipping and freight are obviously key – and we are very focussed on what needs to be agreed to ensure that planes continue to fly between the UK and Europe, and freight continues to flow.

And then there is another issue touched on just now. This is the flow of data – the lifeblood of today's digital economy (especially financial centres), which needs to continue if organisations, private or public, here or in Europe, are to function effectively.

Implementation

And, of course on top of all this, there is the issue of implementing any agreement. Our aim is to ensure that we reach an agreement within the two years stipulated by Article 50.

Once we have such an agreement, in order to avoid any cliff-edge as we move from our current relationship to our future partnership, people and businesses in both the UK and the EU would benefit from implementation periods to adjust in a smooth and orderly way to new arrangements.

To do this, we will all need to continue to work closely together.

Cementing the relationship between Government and business will be critical as we leave the EU.

Great Repeal Bill

We will need certainty as we leave. Which brings me to the Great Repeal Bill. This is a piece of legislation that the Government will introduce into the Parliament at Westminster very shortly.

It will do three things.

It will repeal the European Communities Act. It will convert EU law into UK law. And it will give the Government the power to correct any legal anomalies, so our statute book functions properly from the day we leave.

Now I know that some people in the UK are saying that we should tear up some of the regulations as we leave the EU. Well, I can tell you today, we're not going to do that, for a number of reasons.

First, the vote to leave was a vote to leave, period. Leaving means ensuring that Parliamentary sovereignty is unquestioned and putting Parliament – and, where appropriate, the devolved legislatures – in control. Once that has happened, it will then be up to elected representatives in those bodies to decide what to do. That's for another day. We've enough to do in the meantime.

And the second reason we have taken this approach is certainty. Change is always unsettling, and the more we can do to lessen that uncertainty the better. That's the case for businesses and for consumers.

To that end, we have made clear that the power to enable corrections to EU law will be limited. It is not a vehicle for policy changes, but it will give the Government the necessary power to correct or remove the laws that would otherwise not function properly once we have left the EU.

And the third reason is this means that, on the day we leave, it will be beyond doubt that our standards and our regulations are the same as in the EU.

Conclusion

Lastly, I would say this: facing up to challenges together and seizing the opportunities that will come will be vital for the future of economic growth, not just here but in Europe as a whole.

I know that many of you here will have differing views and emotions about the UK's decision to leave the EU. Some of you here will have voted to leave, others, like me, to remain.

But to all of you – leave or remain, European or British, Londoner or not – to all of you, I say this: let us now look to the future. We all know what our great cities can achieve. Let us build on that success, work together and progress together to make our future better still.

Thank you.

[Press release: Foreign Secretary visits Bosnia and Herzegovina](#)

The Foreign Secretary Boris Johnson will visit Sarajevo on 5 & 6 April.

The Foreign Secretary is visiting Sarajevo to reiterate the UK's unwavering support for Bosnia and Herzegovina and to urge the country's political leaders to put aside ethnic divisions and implement urgent socio-economic

reforms to promote prosperity for all its citizens.

During his visit to Sarajevo the Foreign Secretary will meet with BiH's Presidency, Chair of the Council of Ministers and entity Prime Ministers and Foreign Minister.

The Foreign Secretary will also visit the State Investigation and Protection Agency where he will see how the UK is supporting efforts to prevent terrorism and fight organised crime in the region.

This is part of the UK's wider support for the Western Balkans. We have spent over £7.5m to improve the business environment, increase stability and strengthen the rule of law, and in 2018 we will host the Western Balkans Summit in London.

Ahead of his visit, the Foreign Secretary said:

The Western Balkans is a key region for the UK. We are committed to playing an active and supportive role.

The UK has invested significantly in Bosnia and Herzegovina. We co-launched with Germany an initiative to inject momentum into BiH's stalling reform process. We believe this process will lead to a stable, secure and prosperous BiH.

During my visit, I will be urging BiH's political leaders to put ethnic divisions aside and focus on the issues that matter to all citizens in BiH: jobs and economic growth.

Further information

[News story: UK personnel arrive in Poland and Estonia](#)

The British Army's Light Dragoons have arrived in Poland as part the UK commitment to NATO's Enhanced Forward Presence in Eastern Europe, taking the total deployment in the region to nearly 1,000.

Supporting the US led battle group in Poland, 150 UK personnel have travelled from their base in Catterick Garrison to arrive this week in Orzysz, Poland in Jackal and Coyote light reconnaissance vehicles.

The regiment will be based in Poland for at least six months, when they will be replaced by another unit to carry on our enduring commitment to the region.

Meanwhile the arrival of the remaining UK personnel into Estonia this week, forming part of a nearly 800-strong British-led battle group, means nearly 1000 troops are providing deterrence in Eastern Europe.

Soldiers from 5 Rifles battle group, based in Bulford, Wiltshire and The Queen's Royal Hussars, based in Paderborn, Germany, have travelled to Estonia to work under the command of Lieutenant Colonel Mark Wilson.

The commitments in the Baltic region will be augmented by the deployment of RAF Typhoon aircraft to Romania later this year, to carry out a NATO Air Policing mission in the Black Sea.

Defence Secretary Sir Michael Fallon said:

The UK is stepping up its support for NATO's collective defence through our deployments across the alliance.

British personnel are playing a leading role in NATO: delivering deterrence and defence in Estonia and Poland and air policing in Romania underlines our commitment to the security of Europe.

On Monday, Defence Minister Earl Howe, joined by His Excellency Mr Lauri Bambus, Estonian Ambassador, bade farewell to Estonia-bound personnel at RAF Brize Norton.

Defence Minister Earl Howe said:

The men and women of 5 Rifles have travelled to Estonia as a part of the biggest reinforcement of NATO's collective defence in a generation, standing by our allies and working closely with forces from across the Alliance.

The final UK vehicles also departed Marchwood, UK last week, carrying nearly 200 vehicles including Warriors and Panthers vehicles.

Last week also saw two trains carrying French vehicles arrive in Tapa, Estonia, supporting the UK-led battalion.

Credit Estonian Defence Forces

[**Press release: PM meeting with King**](#)

Salman of Saudi Arabia: 5 April 2017

The PM and King Salman held talks on a wide range of subjects, including security and strengthening ties between businesses in Saudi Arabia and the UK. The Prime Minister pointed out that security relationships between the 2 countries had saved many lives in the UK.

They also discussed working together to address the humanitarian situation in Yemen.

During the meeting at the Royal Palace, King Salman awarded the Prime Minister the Order of King Abdulaziz. The Saudi Arabian Order of Merit was established in 1971 by King Faisal.

The honour has in the past been awarded to other G7 heads of state, including President Obama, Prime Minister Abe, and Prime Minister Modi.