



Equality Hub

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Dame Harriett Baldwin MP
Chair, Treasury Committee
By email - harriett.baldwin.mp@parliament.uk

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Dear Harriett,

Thank you once again for inviting me to provide evidence as part of the Committee's Sexism in the City inquiry. You'll remember that during that session, and in our subsequent exchange of letters, we discussed pay transparency and the role of a potential pilot. I am writing now to update you on the status of that work.

Following careful thought, the Minister for Women and Equalities has paused work on the Pay Transparency Pilot.

We have always been clear that Government policy should be evidence-led. As you will know, pay transparency is still an emerging area, and we do not yet know whether there could be unintended negative impacts. While some US states have looked at this, we are aware that several countries are exploring legislative options, and therefore believe it makes sense to first learn from their experience, before taking any further action.

As you know, there are many competing demands for activity across the equality portfolio. Conscious of the best use of resources, the Minister for Women and Equalities will ensure that efforts are focussed on those areas of work where there is a clear unjust disparity.

I read your report and its recommendations with interest and fed into the wider government response. As I said during my evidence, there are clearly still issues within the sector, but I am hopeful that interventions like the new workplace sexual harassment legislation, alongside the attention brought to the matter through inquiries like this one, will bring about progress.

Thank you once again for inviting me to provide evidence, and for the work you are doing in drawing attention to the far-reaching issues the committee considered as part of this inquiry.

Yours sincerely,

MARIA CAULFIELD MP