



The United Kingdom's Gender Duty



Public Procurement Principle: **Balance, Integrity, Capacity**



Procurement Stage: **All stages**



Audience: **Policy makers, Procuring entity, Private sector**

Description

The public sector general equality duty imposed on public authorities in the United Kingdom came into force in 2011 under the Equality Act 2010. This is a legal tool with the potential to deliver significant progress on equality in the public sector – including gender equality – with some impact on the private sector. The public sector equality duty includes the requirement to ensure compliance with the Equal Pay Law. Gender equality schemes place an obligation on public authorities to adopt objectives that address the causes of the gender pay gap and consider ways of dealing with them. This could include changing recruitment methods, introducing flexible working and conducting equal pay reviews. The gender duty has triggered initiatives in many parts of the public sector and reaches out to the terms of employment applied by private sector contractors. Procurement guidelines have been drafted to encourage the public sector to promote good practice on diversity and equal pay among contractors. Guidance on promoting gender equality was published in 2006 and in 2011, and includes a code of practice.

Source: OECD (2021) Promoting gender equality through public procurement: Challenges and good practices <https://doi.org/10.1787/5d8f6f76-en>

