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SCOTTISH STATUTORY INSTRUMENTS

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**2012 No. 162**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

**Duty to publish gender pay gap information**

7.—(1) A listed authority must publish information on the percentage difference among its employees between men’s average hourly pay (excluding overtime) and women’s average hourly pay (excluding overtime).

(2) The information is to be published no later than 30th April in—

- (a) 2013; and
- (b) each second year after that.

(3) The information published must be based on the most recent data available for a date when the authority had at least 150 employees.

(4) No publication is necessary if, throughout the period since these Regulations came into force or since publication was last due, the authority did not have 150 or more employees at any point.

(5) The Scottish Ministers must review from time to time whether the figure of “150” in paragraphs (3) and (4) should be amended.