

# Statistically Insignificant? Does the voluntary approach work?

A government backed review by Baroness McGregor-Smith has put under the spotlight the inequality faced by BMAE workers. Her recommendation in the face of such stark figures is that employers with more than 50 staff should publish statistics on the makeup of their workforce. Whilst the Government doesn't reject the findings they have made clear that they will not legislate on the matter. For those who believe that enshrining issues of equality in law is a highly important step in ensuring discrimination is recognised as unacceptable in society this is disappointing and given that only 74 FTSE 100 firms responded to McGregor-Smith it doesn't exactly fill one with confidence that a 'voluntary approach' will succeed. No doubt there will be lawyers asking Tribunals to draw inferences from those who don't engage but that is unlikely to be enough to make any lasting change.

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"We believe ... the best method is a business-led, voluntary approach and not legislation as a way of bringing about lasting change

 <http://www.bbc.co.uk/news/business-39111775>

