

2024.10.01

3.19 Deputy L.M.C. Doublet of St. Saviour asked a question of the Chief Minister regarding the Gender Pay Gap Report 2023 (OQ.189/2024):

In relation to the Gender Pay Gap Report 2023, will the Minister advise what work has been undertaken to ascertain whether actions to address this have been successful, and in particular, specify what actions are being taken in relation to Departments where large gender pay gaps exist?

Written Answer provided in accordance with Standing Order 63(9)

Where gender pay gaps exist across Departments, this issue will continue to be addressed through Departmental Strategic Workforce Plans, which will address workforce pay gaps in all diversities, including gender. We continue to review our talent attraction approach, using job-specific selection criteria to ensure fairness and inclusivity. We advertise roles with transparent pay ranges and an openness to flexible working arrangements.

As a result of these measures:

- The gender pay gap has significantly decreased in Children, Young People, Education and Skills since 2022.
- A decrease has also been seen in Justice and Home Affairs, Economy, Non-Ministerial Departments and the Treasury and Exchequer.

Caring responsibilities still fall predominantly to women, so we have introduced a flexible working policy, and parental leave policy for public servants to address challenges of caring for others while fulfilling a job, as this often impacts women's ability to take up higher paid roles. In the Public Sector, minor changes in the composition of the workforce, especially in higher-paid roles, can substantially change the headline median gender pay gap, month by month and year by year. Therefore, a whole system approach is required rather than a focus on individual departments.