

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY M.R. HIGGINS OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 16TH JANUARY 2018**

Question

Will the Chairman advise –

- (a) how many men and how many women are employed in the public sector;
- (b) how many employees receive equal pay for equal or comparative work;
- (c) if there is a disparity between men and women's pay, what the percentage disparity is, giving examples;
- (d) if there is a disparity, what it would cost the States of Jersey to pay men and women the same wage rate for equal or comparative work?

Answer

- (a) 4,256 women (63%) and 2,498 men (37%) are employed by the States of Jersey.
- (b) All employees on the same pay grade within their current pay groups have access to the same rates of pay. Addressing any disparities between different pay groups forms part of the Workforce Modernisation proposals.
- (c) There is no percentage disparity between men and women within the same current pay group.

It is proposed that any disparities between different pay groups identified through the Workforce Modernisation project are addressed as part of the WFM final offer - a unified pay structure with harmonised terms and conditions

- (d) £47 million is being invested into phase 1 of the Workforce Modernisation project, which will address any current pay inequalities, and harmonise 9 pay groups to one set of modern and fair terms and conditions over the three and a half year assimilation period.