

STATES OF JERSEY



GENDER PAY AND INCOME RATIO CONSULTATION

Lodged au Greffe on 19th September 2024
by Deputy M.B. Andrews of St Helier North
Earliest date for debate: 22nd October 2024

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

to request the Chief Minister to conduct a consultation with non-public sector entities on the reporting of Gender Pay and Income Ratios, with a view to presenting the findings of the consultation to the Assembly no later than January 2026.

DEPUTY M.B. ANDREWS OF ST. HELIER NORTH

REPORT

With the States Assembly approving [P.31/2023](#) (as amended) the Government will now publish gender pay relative to salary band across each Government department. The Government will also publish the income ratio across each government department too. This demonstrates the government is willing to lead the way in the publication of gender pay and income ratio reporting.

I believe more work should be undertaken to report gender pay and the income ratio of non-public sector entities, and hence, the lodging of this proposition. I am seeking States Assembly approval for the Chief Minister to launch a consultation into gender pay and income ratio reporting with non-public sector entities.

I am proposing the Chief Minister launch a public consultation to investigate gender pay and income ratio reporting for non-public sector entities to commence no later than January 2026.

Financial and staffing implications

This proposition will require a financial and staffing requirement within the Cabinet Office to conduct a consultation with non-public sector entities.

Following a response to a [Freedom of Information request](#) in which the Government stated “There are no annual budgets set aside for government consultations. The majority are dealt with as part of business as usual”, the funding for this consultation should be made available from the annual budget of the Cabinet Office.

Children’s Rights Impact Assessment

A Children’s Rights Impact Assessment (CRIA) has been prepared in relation to this proposition and is available to read on the States Assembly website.