

8 October 2018

**By email only via Scrutiny Office**

Deputy Louise Doublet  
Chairperson  
Gender Pay Gap Review Panel

Dear Deputy Doublet

**Gender Pay Gap Review Panel**

Thank you for your letter of 12 September inviting the Jersey Appointments Commission to make a written submission to the Review Panel.

We discussed this important issue at a recent meeting of the JAC and are concerned that there is no comprehensive evidence on the matter which would help us and you in making a difference or support action to reduce a possible gender pay gap.

The Commissioners has no reason to believe that the situation is different in Jersey than in other jurisdictions where a pay gap exists and where evidence has been gathered to demonstrate this. But all we have to rely on at present is anecdotal evidence.

The difficulty faced by women applicants for senior posts when attempting to recruit from outside the Island was an issue brought to our attention. Women interested in senior posts found it difficult to commit to the move because of caring responsibilities sometimes for parents and because of their partner's (usually husband's) role.

In the absence of statistics we found it difficult to make a formal submission But would be happy to talk further on the matter.

All good wishes



**Rt Hon Dame Janet Paraskeva DBE**  
Chair, Jersey Appointments Commission