

STATES OF JERSEY



BREAKDOWN OF GENDER PAY (P.31/2023): COMMENTS

Presented to the States on 9th June 2023
by the Privileges and Procedures Committee

STATES GREFFE

COMMENTS

The Privileges and Procedures Committee (PPC) presents these Comments on behalf of the Diversity Forum (PPC Sub-Committee)¹.

The proposition ([P.31/2023](#)) lodged by Deputy M.B Andrews requests that the States Employment Board publishes annually a breakdown of gender pay relative to salary bands for each Government department. This includes reporting on gender pay across both full-time and part-time employees, and the income ratio in relation to the highest and lowest income earners.

The Diversity Forum supports this proposition as well as the [amendment](#) lodged by the Council of Ministers which expands the scope of the proposition to include Arm's Length Organisations and Specified Organisations. Although the Forum's work is predominantly focussed on diversity within parliament, it is well researched that open and transparent data in relation to gender pay helps to remove barriers and improves gender balance within a workforce.

The Forum has recently been discussing a report by Dr Jessica Smith '[Effective and Inclusive Parliaments](#)' published in October 2022. One of Dr Smith's recommendations is that data should be collected and publicly published on women in leadership positions [in the institution]. In her report, Dr Smith highlights that comparable and publicly available data is a way to drive change within institutions, for example with transparent pay in the public sector.

The Forum would encourage Members to support the proposition so that the Government is able to identify, and act on, ways to address the difference.

¹ As a member of the Diversity Forum, Deputy M.B Andrews did not take part in the formation of these Comments.