

STATES OF JERSEY



BREAKDOWN OF GENDER PAY

**Lodged au Greffe on 22nd May 2023
by Deputy M.B. Andrews of St Helier North
Earliest date for debate: 13th June 2023**

STATES GREFFE

PROPOSITION

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

that the States Employment Board should publish annually –

- (a) a breakdown of gender pay relative to salary bands for each Government department, commencing January 2024;
- (b) a breakdown of gender pay for full-time and part-time Government employees, commencing January 2024; and
- (c) a report of the income ratio of the highest and lowest income earners within each Government department, commencing January 2024.

DEPUTY M.B. ANDREWS OF ST. HELIER NORTH

REPORT

I have been concerned with the lack of data on gender pay across all government departments. As it stands, the Government of Jersey provides data on gender pay distribution without providing a breakdown of gender pay relative to salary bands across each department.

I am therefore calling for the percentage breakdown of gender pay to be reported upon by the States Employment Board (SEB) split across each government department relative to each salary band starting from January 2024.

I am also asking for the SEB to report on gender pay across both full-time and part-time employees within each government department starting from January 2024.

In addition to this, I am proposing that for each government department the SEB publish the income ratio in relation to the highest and lowest income earners, from January 2024.

Financial and manpower implications

I consider that the financial requirement for this proposition is within existing budget to provide gender pay and income ratio reporting.