

Gender Pay Gap Working Group

TERMS OF REFERENCE

AIM

To remove long-standing barriers to women being able to fulfil their economic potential. To reduce the gender pay gap in Scotland. To achieve our vision, we need coordinated actions to drive improvement across all sectors for the short, medium and long term which will deliver the changes we want to see.

The Government's Labour Market Strategy sets out how our labour market and wider social and economic policies interact to drive our ambitions for inclusive growth. To promote inclusive growth and to provide opportunities for all, we need to encourage a fair and inclusive jobs market and promote regional cohesion. Gender pay gaps are symptomatic of structural gender inequalities in the workplace, education and wider society. The issue damages economic growth and has negative consequences for wellbeing and the cohesiveness of societies.

While the issue is long standing and prevalent across the world, there are significant drivers for change within our labour market and beyond. For example:

- On-going demographic and geopolitical change is leading toward an intensification of the 'battle for talent';
- Wider understanding of the economic costs of discrimination against women are being beginning to influence business practices;
- Rapid technological advances are disrupting long standing approaches to the nature and structure of work;
- Evolving social attitudes are leading to greater questioning of the status quo across our society.

REMIT

Taking an intersectional approach and building upon the Government's Economic Strategy, Labour Market Strategy and a range of social policy frameworks, the group will explore evidence based proposals that:

- Deliver an intersectional approach to achieving labour market equality for women;
- Ensure that Scotland's inclusive economic growth model benefits women;
- Lead to young people making decisions at all stages and levels of education, unconstrained by gender norms, which result in equal labour market outcomes in the years ahead;
- Support career and pay progression; and self-efficacy to be maintained throughout the different stages of a working life;
- Challenge and address employer practices which disadvantage women at different career stages;
- Rebalance the distribution of unpaid care between women and men;
- Address the under valuation of work predominately undertaken by women;
- Close the enterprise gap;
- Address the increasingly precarious nature of work as it affects women;

- Identify opportunities within existing powers for the Scottish Government and its agencies and NDPBs to take different approaches and make different decisions to support gender pay equality within the labour market;
- Demonstrate and articulate the positive benefits for individuals, employers and society of delivering labour market equality;
- Make this a sustainable and meaningful movement for change, with stronger commitment across Scottish society;
- The group will draw upon existing policy and practice and the experience of other countries. It is expected to draw together recommendations for Ministers' consideration by the end of 2018.

MEMBERSHIP

- Jamie Hepburn, Minister for Employability and Training (Chair)
- Anna Ritchie Allan, Close the Gap
- Helen Miller, Equality & Human Rights Commission
- Emma Ritch, Engender
- Talat Yaqoob, Equate Scotland
- Ima Jackson, Glasgow Refugee Asylum and Migration Network/Glasgow Caledonian University
- Emily Thomson, WiSE Research Centre, Glasgow Caledonian University
- Patricia Findlay, Strathclyde University/Fair Work Convention
- Francis Stuart, STUC
- Spencer Thompson, Communities Analysis Division, Scottish Government
- Eileen Flanagan, Equality Unit, Scottish Government
- Gayle Mackie, Labour Market Statistics Team, Scottish Government
- Victoria Beattie/ Lorraine Lee/Cath Campbell, Workforce Equality Team, Scottish Government

MEMBERS WILL:

- Make every effort to attend meetings of the Working Group or nominate a representative if unable to attend.
- Participate in discussions, contributing ideas and experience.
- Complete action points between meetings as required.