

## **PAPER 2**

### **Gender Pay Gap Working Group**

Wednesday 24 October 2018, 15.00 – 16.30

Minutes of the third meeting of the Gender Pay Gap Working Group, held at St Andrews House, Edinburgh.

#### **Members Present**

Jamie Hepburn, Minister for Business, Fair Work and Skills (Chair) (JH)  
Anna Ritchie Allan, Close the Gap (ARA)  
Emma Rich, Engender (ER)  
Francis Stuart, STUC (FS)  
Patricia Findlay, University of Strathclyde (PF)

#### **Scottish Government (SG) Officials**

Hugh McAloon (HMc)  
Victoria Beattie (VB)  
Eileen Flanagan (EF)  
Lorraine Lee (LL)  
Spencer Thompson (ST)  
Sarah Griffiths (minutes)

#### **Apologies**

Helen Miller, EHRC (HM)  
Emily Thomson, Glasgow Caledonian University (ET)  
Liz Hawkins (LH)  
Talat Yaqoob, Equate Scotland (TY)  
Ima Jackson, Glasgow Caledonian University (IJ)

#### **1 Welcome and Introductions**

JH welcomed attendees to St Andrews House. Apologies were noted as above.

JH highlighted today's meeting would look at feedback from the post school and employment workshops.

#### **2 Minutes of last meeting and matters arising**

JH gave an update on the action points from the last meeting all of which were completed or are in progress. The minutes of the meeting were approved.  
VB highlighted that the minutes from the Ministerial Working Group meeting would be published. No attendees highlighted any concerns with this.

#### **3 Feedback on the Post-School Workshop and discussion**

VB provided an overview of the discussion which took place at the post-school workshop and draft recommendations which were proposed. VB highlighted there was agreement at the workshops regarding the importance of the economic impact on this theme. She also highlighted intersectionality was a common discussion point during the workshop, particularly regarding academic pathways. VB went into more detail on each recommendation as per paper 3.

JH invited those members who attended the workshop to add to VB's update.

In discussion group members raised:

- JH highlighted the need engage with the University Sector given their status as individual institutions.
- PF highlighted the connection to the Economic Action Plan particularly work place gender equality and the development of Fair Work First.
- HMc highlighted challenges with setting regulations for Universities. Noted that recommendation H about the promoting the involvement of men in equality activity was something that institutions themselves would need to explore rather than being an action for Government.
- In response, ARA stated they had engaged with Higher Education colleagues regarding recommendation H and that advice was that a sectoral approach to the recommendation would be more achievable.
- EF highlighted that Universities are covered by the public sector equality duty and should be promoting and improving outcomes for people so a leverage for universities to engage is there.
- PF said that conversations with universities are already taking place but those conversations should link with the work on the GPG Action Plan. In particular UCU via your voice should be engaged.
- HMc questioned the reference to non-traditional jobs, asking members if the term gender segregated should be used rather than non-traditional.

#### **4 Feedback on the Employment Workshop and discussion**

LL provided an overview of the discussions which took place at the employment workshop and the draft recommendations which were proposed. LL highlighted that largely the conversation concentrated on the undervaluation of women in work and on factors which make women more susceptible to in-work poverty. It was felt that there was a responsibility on employers to ensure women workers are valued as some undervaluation was a conscious choice by employers. Discussion had also taken place around support for SME's and the redesign of the balanced workforce element of the Scottish Business Pledge in order to make it tackle occupational segregation. LL ran through the recommendations within the paper.

In discussion group members raised:

- ARA highlighted that recommendation H was not a solution to the under valuation of women in work but a way to address it and that more work should be done to look into international examples of where wage setting powers have been used.
- ER explained the need to look into the sectors where the workforce is dominated by the public sector and investigate what controls can be put in place to increase the value of women in work.
- PF highlighted that the Fair Work Conventions social care report may be relevant to this area.
- HMc suggested to members the value and significance of referencing the whole care sector as economic infrastructure.
- PF highlighted that this is not common terminology. Education system can also be classed as infrastructure so distinction would be required.
- JH highlighted that the recommendations would continue to be considered by Scottish Government officials as they start to convert them into possible actions for the Plan.

## **5 Feedback on Voices Sessions**

### **SLAED Conference**

VB updated members on the SLAED conference on the 27 September, highlighting it was attended by Local Government members and takes place 4 times a year. VB advised she updated them on GPG work and the discussions which had taken place at the workshops. The main themes that SLAED colleagues wished to discuss included childcare, specifically on the increase of in the number of fundable childcare hours, women returners and the role of employability advisers in being able to help tackle gender stereotyping and occupational segregation. VB highlighted that attendees were interested in discussion on career choices, the role of DYW in the school sector and with the review of employability programmes. VB highlighted that questions were raised on Scotland's Employer Recruitment Incentive (SERI) and if it could be used to support women into sectors that are male dominated.

### **STEM Strategy Equality Sub-Group**

LL gave an update on her attendance at the STEM Strategy Equality Sub-Group which looks at the equity theme of the STEM Strategy. LL presented the process of developing the GPG action plans and aims to the group. LL highlighted that general discussion was similar to most workshops and was around child care as infrastructure, the importance of embedding gender equality in all policy areas, using EQIA's to look at other protected equality groups and the types of qualifications and the role males can play in reducing pay gap. LL advised that the Equity group plan to interrogate data on gender balance in specific scientific sectors in future meetings.

### **School Pupils**

LL provided an update on the workshops undertaken with school pupils at Denny High School and Antonine Primary. She highlighted that younger pupils associated more worth and value to caring roles and that their perception of gender differences were not as embedded as older pupils which showed the importance of influencing people at a very young age. As the year group aged gender influences changed and became more imbalanced as young people conformed with stereotypes to fit with their peer groups.

### **STUC Women's Committee**

LL updated the group on her attendance at the STUC Woman's Committee on the 4 October highlighting that discussions were similar to previous workshops and that feedback was encouraging. LL highlighted discussion took place on the influence stereotyping particularly in the media is and how it is dealt with.

## Engender Voices sessions

ER provided an update on the Engender Voices session highlighted the session was used to test recommendations with women who are not involved in the policy process. The session was evidenced on the lived experience on women which plays into policy work. ER highlighted the first session was with policy officers across the women sector. ER highlighted that further engagement work was ongoing with women in communities, particularly with women completely separate to the policy.

ER highlighted that they are currently designing a webinar to support this GFG work to be promoted across Scotland. It will use the animation produced by Close the Gap to inform participants of the issue and identify if anything is missing from the current recommendations and also test broader thinking to see the reaction of women. ER told members it was being done for November and welcomed thoughts.

In discussion members raised:

- JH highlighted the online nature may leave some women out. ER highlighted that online engagement is the most inclusive way of engaging without have one single event. ER advised the group that materials would be shared at the next meeting.
- ER highlighted that she would expect around 50 participants to take part in the webinar.
- FS highlighted that STUC would be keen to involve members from Unison/GMB following the request to capture union voices at the union workshop.
- JH highlighted the importance of engaging with young people and that it should be reflected in the Action Plan.
- ARA highlighted the work of Close the Gap who have been doing classroom sessions but it is demand led.
- HMc highlighted the importance of tracking where the behaviours change for young people in the education system.
- ER highlighted the importance of concentrating on behaviours of young people in early years.
- PF advised members on the importance of parental roles in school choices, as one of the biggest influencers to young people. PF highlighted some issues targeting parents but advised that more could be done in career guidance.
- HMc highlighted the importance of widening attitudes and mind-sets for young people in schools

## **6 Update on Options Appraisal**

JH introduced item 6 and invited ST to provide an update. ST advised at last meeting the appraisal would take place, however when it went out for tender, no bids were received. ST highlighted that the appraisal would now be done internally. He advised the process would include scoring each recommendation on its impact on the GPG, gender equality, intersectional, measurable of impacts, certainty of impacts, feasibility with existing policies, cost and may also look at child poverty. He highlighted the appraisal would be evidence based as much as possible. He advised that this process needs to be considered further and he would be engaging with analysts in other areas due to the cross cutting subject.

## **7 Readout of EHRC Gender pay gap poll**

VB provided Feedback on the EHRC commission poll. VB delivered the presentation as per the slides. Highlighting it was carried out across England, Scotland and Wales.

VB highlighted that the key findings were:

- Awareness of GPG was high, awareness on employers reporting was low.
- There had been a range of steps taken by employers to reduce GPG.
- 2/5 employer are doing all they can to tackle GPG.
- Women aged 16-24 and disabled workers thought employers should do more to tackle GPG.
- All of the workforce should be involved in tackling GPG.
- $\frac{3}{4}$  said they were willing to take part in actions to take GPG.

In discussion group members raised`:

- ARA highlighted that awareness of pay gap and understanding was a mismatch and that only a minority really understand it. ARA explained that people think they know what GPG is but don't and the only 15 – 16% are aware of employers producing action plans.

## **8. AOB**

There was no business raised under AOB.

## **8 Date of next meeting**

JH confirmed that the meeting planned for 22 November 2018 at Victoria Quay is postponed and will now take place on the 29 November 2018. A Glasgow venue will be sought.

## **9 Close of meeting**

JH thanked the group for their participation and closed the meeting.