

## PAPER 2

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

Thursday 29 November 2018, 9.30 – 11.00

Minutes of the fourth 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)  
Helen Miller, EHRC (HM)  
Ima Jackson, Glasgow Caledonian University (IJ)

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

Victoria Beattie (VB)  
Eileen Flanagan (EF)  
Lorraine Lee (LL)  
Spencer Thompson (ST)

#### **Apologies**

Emily Thomson, Glasgow Caledonian University (ET)  
Talat Yaqoob, Equate Scotland (TY)

#### **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 economic development and procurement workshops, voices events and discussion on the draft action plan and analytical annex.

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

JH noted that there were no action points from the last meeting. The minutes of the meeting were approved. Group agreed to publishing the minutes from the Ministerial Working Group meetings.

#### **3 Feedback on the Economic Development Workshop**

LL provided an overview of the discussions which took place at the economic development workshop and the draft recommendations which were proposed. The conversation focused on the levers SG has in economic development decision making and investment decisions that could help to reduce the pay gap. Role of Scottish National Investment Bank (SNIB) crucial. There is a real opportunity to have gender considerations built into the investment decisions. Discussion around inclusive economic growth. Agreed this is a move in the right direction but concept needs to be operationalised and integrated into SG core economic policy making.

New strategic board should ensure gender considerations and gender competence. Gender needs to be considered in those economic sectors targeted for growth and in decisions on Regional Selective Assistance (RSA) Awards. Discussed recommendation that childcare and care should be regarded as economic infrastructure and SNIB should invest in this.

In discussion group members raised:

- PF raised role of planning as companies need planning license to operate. Local authority could have the levers to integrate equality in process.
- ER. EQIA process is ongoing on Planning bill. Committee made amendment specific on gender equality which was rejected. National Planning Framework will shape the bill.
- JH asked whether the draft plan has discussed the meaning of 'economic inactivity'.
- ER agreed that it would be worth acknowledging 'norms' and 'language' used.
- JH pointed to the lack of women studying economics – do we think would make substantial difference in policy making?
- PF. Yes. Impacts on decisions on Economy and finance. Huge orthodoxy in economics – resistance to changing this. Hampers female career routes.
- ER. Inclusive growth has not gone beyond the rhetoric. Scottish Enterprise has recognised this. Start of collaborative work with other agencies.
- JH – Business and employers also need to embrace this.

#### **4 Feedback on the Procurement Workshop**

VB provided an overview of the discussion which took place at the procurement workshop and draft recommendations which were proposed.

In discussion group members raised:

- PF – Reiterate that grant issue is much more significant. Can address gender pay gap through grant awarding. Think how this can be done.
- FS – Austerity over procurement officers. They are being asked to do more and need resources.
- JH – Can be more focussed and delivered in a different way.
- PF – Capacity varies. Scottish Enterprise well informed but pockets of other procurement not as well resourced.

## **5 Feedback on Voices Sessions**

### SDS Scottish Apprenticeship Advisory Board (SAAB) - Equality Group

VB updated members on the SAAB. Large employers represented e.g. Microsoft, Wood Group. Discussed what they were doing to tackle the gender pay gap.

They felt UK regulations did highlight issues. Discussed recruitment policies, job descriptions, promotion opportunities etc. and made commitment to establish working groups to look at particular issues e.g. recruitment.

### Business in the Parliament

PF stated that the conference went well. Good feedback from young people and their experiences of fair work, especially safety, sexual harassment and that most employers did not support them. Businesses self-reflected – some shocked at experiences young people had. Young people were quite challenging of employers.

### National Economic Forum (NEF)

PF provided feedback. Presentation on the joint work Fair Work Action Plan and Gender Pay Gap Action Plan. Discussed procurement models and Fair Work. Concerns around messaging of gender pay gap and fair work strategies. Conveying the advantages to business and business experience will be challenging. Could legislation on parental leave be used better? Across the piece discussion around transparency. Lots of people not aware of transparency in own organisations. Discussion on problems but not a lot on solutions. When you get business advice there is usually nothing on Gender Pay Gap. NEF interested to know what this group would come up with. Some businesses feel vulnerable with legislation. Some timescales and guidance to employers would be beneficial.

### Glasgow Women's Library

LL provided an update on the voices workshop. It was attended by approx. 15 individuals from various organisations from Police Scotland to SSE and law firms. Encouraged attendees to participate as individuals and share their own experiences. Group Asks of employers – Offer flexible working as standard; Ensure line managers are sensitive to gendered issues around support, development, progression; more support during and returning from pregnancy.

Group Asks of Government – More transparency for business with less than 250 employees coupled with the requirement to action and address any pay gaps or structural bias toward men. Better conditions to encourage shared parental. Better flexible childcare provision.

### Engender Women's Voices webinar

ER provided an update on their webinar. Gratified with the interest generated. 7,000 saw invitation, 1,000 views, 20 registered. Numbers indicative of asking people to talk about policy. Made up of diverse small groups of women, Fife, Orkney, disability.

Different issues raised such as care, childcare, engineering – impossible if do not have family support. Spent life in low-paid, part-time work, worried about having poor pension. Interested in expanding childcare but could balance – everyone did less hours rather than increase the hours women work. Employment services unhelpful in taking women out of low-paid, part-time. Education – pre-16 recommendations – need to make more change faster. Sexist behaviour, teachers making assumptions on careers.

In discussion group members raised:

IJ – Some employers are engaging with transparency but not moving it forward.

PF - Evident people find discussions on gender pay gap difficult. Signposting on practical things important. Policy officers tend to speak to people we can access. The challenge lies in how to reach local areas and community.

PF – We pay less attention to making work suit us. Could make it consistent with care.

The focus is always on fixing childcare rather than fixing traditional working patterns.

HM – Employment services discussion obvious in workshop. Have an opportunity to address this in Scotland.

PF – Also strong representation around pension poverty.

## **6 Discussion on the Draft Action Plan**

VB introduced the current version of the action plan and invited comments from the group.

ARA suggested that the information in the preamble is weighted towards what SG is already doing. An analysis of the factors of the gender pay gap may be of more use to the reader to make sense of where the actions in the plan originated.

VB – Need to strike a balance between the analysis paper that will be an annex to the plan.

PF – Agree could make distinction with what is currently being done and what's proposed. Also useful to have timescales, short, medium, large.

ER – Employers do not connect their activity with the gender pay gap.

JH – This part of conversation we need to have with employers.

PF – Transparency, why don't we challenge this? Could stress employers to become transparent as staff don't know what's going on in a company.

JH – Iceland model tax returns are made public.

PF - Pay transparency with public bandings. Can also be challenging if large bands, some variations in institutions. Where various pay for same jobs. Invite employers to consider benefits of transparency.

ARA – Particularly around bonus systems. SMEs don't have to do a pay review.

FS – Require an implementation statement.

JH – Ministerial meeting takes place twice a year. Run on a cross-government basis to take forward Fair Work agenda. Gender pay gap actions will form part of this regarding gender competence, grant issues.

FS - Equal pay, acknowledgement of role of government and the budget can address that.

PF – regarding timing of publication should align with Fair Work Commission report.

VB – Sequencing due to other publications in December.

ER – In terms of positioning. This plan is right up there with NACWG and VAWGs.

Do not want to hide it under Fair Work brand.

## **6 Update on the draft analysis**

ST updated the group on the development of the analysis paper to accompany the final action plan. Sets out the logic model that identifies the main causes of gender pay gap and the impact of the actions being taken forward through the plan. Pretty advanced with the paper and plan to publish simultaneously with the action plan.

JH – Are there any findings from this?

ST – Tried to be objective, some actions have more potential.

Will circulate paper to group for comments.

ER – Met with Spencer, paper is a good companion to the action plan.

## **8. AOB**

There was no business raised under AOB.

## **8 Date of next meeting**

JH confirmed that the next meeting will take place on the 18 December 2018 in Edinburgh. Several members highlighted that they will not be able to make the meeting. It was agreed to confirm availability with all members and confirm date.

## **9 Close of meeting**

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