

## Paper 2

# Gender Pay Gap Working Group

Tuesday 14 August 2018, 12:30-14:00

Minutes of the first meeting of the Gender Pay Gap Working Group, held at Scottish Government, 5 Atlantic Quay, 150 Broomielaw, Glasgow G2 8LU

### **Members Present:**

Jamie Hepburn, Minister for Business, Fair Work and Skills (Chair) (JH)  
Helen Miller, EHRC (HM)  
Anna Ritchie Allan, close the Gap (ARA)  
Emma Rich, Engender (ER)  
Talat Yaqoob, Equate Scotland (TY)  
Ima Jackson, Glasgow Caledonian University (IJ)  
Francis Stuart, STUC (FS)

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

Hugh McAloon (HMc)  
Victoria Beattie (VB)  
Eileen Flanagan (EF)  
Spencer Thompson (ST)  
Lorraine Lee (LL)  
Jane MacFarlane (minutes) (JM)

### **Apologies:**

Emily Thomson, Glasgow Caledonian University  
Patricia Findlay, University of Strathclyde

## **1. Welcome and Introductions**

JH welcomed everyone to the meeting and thanked them for agreeing to join the Working Group. He noted the apologies and provided an overview of the agenda for the meeting.

## **2 Terms of Reference**

JH asked members of the group to approve the Terms of Reference (ToR) and reminded them that the purpose of the group is to be challenging of government policy development and delivery. No comments or amendments were received and members were content to approve the ToR.

## **3 Overview of workshops and timescales**

LL gave a presentation which provided an update on progress of the thematic workshops and voices events and the timescales involved. LL asked members to provide the SG with any further stakeholders who they wish to invite to the themed workshops, Women's Voices, Union voices and Business voices events. LL highlighted the tight timescales involved but assured members that work was still on track.

Views and observations:

- HMc clarified that the skills and training workshop has been renamed as the Post School workshop and that it will include discussions on further and higher education.
- FS requested that group members received regular feedback from the workshops and voices sessions in order to contribute to the discussions prior to finalising actions. Asked for confirmation as to whether there would be an opportunity for dialogue between the meetings, or whether we would need a further meeting?
- VB confirmed that the feedback from the voices sessions would be shared with members and that this could either be at Working Group meetings or electronically.
- TY stated that opinions collected from 'voices' sessions are not always conducive to informing policy development and can often be no more than case studies.
- SG to consider how feedback from the voices sessions is conveyed to members including the ability to track active documents, which may include case studies (SG)

#### **4 Feedback on the Social Security Workshop and discussion**

VB provided an overview of the discussions which took place at the social security themed workshop and the draft recommendations which were proposed by the stakeholders in attendance.

Views and observations:

- IJ: asked about the process through which policy and the draft recommendations had been prepared. Struck by who was in the room and how they were willing to come and be engaged, but also conscious who wasn't in the room. Questioned if there some way to review how we invite groups that are less-well-known to SG to attend the workshops and to a wider extent help with shaping policy? Recognised that it can be difficult to translate individual experiences into policy.
- TY: asked how far does the consultation and discussion with people go? For example is the SG talking to the organisations, or to the individuals they represent?
- HMc commented that SG would be reluctant to get to the end of the process without speaking to women directly affected by the Gender Pay Gap. The Voices workshops are important in addressing this. He reiterated that members are welcome to invite people or groups to participate in the voices or events or that SG would be happy to attend appropriate events/discussions. Highlighted that the process continues to be a learning curve for everyone involved. (All members)
- EF: asked members how can we get rich lived experience and how could we ensure that we are taking into account intersectionality?
- JH: reiterated that it is important that we ask ourselves how we take forward a meaningful dialogue? This could be a possible recommendation but asked if members have anything specific in mind?

- ER – noted that there is work the SG could do in considering the impact of UK policy/welfare reform. SG should consider how UK decisions impact on gender pay gap in Scotland and use what levers it has.

## **5 Feedback on the Employability Workshop and discussion**

VB highlighted the lessons learned from trying to combine two themes into one workshop and that in future one theme will be discussed per workshop. For future meetings JH requested that lists of workshop attendees be shared with members. (JM)

VB provided an overview of the discussions which took place at the employability themed workshop and the draft recommendations which were proposed by the stakeholders in attendance

Views and observations:

- JH mentioned that there was an opportunity to influence delivery of the new Employment Service process.
- TY: commented that with regard to both social security and employment it would be useful to consider how to build intersectional competence and ensure it exists through the recommendations. Needs to be more than ticking a box; there is a need to invest in knowledge so that organisations bidding for delivery of the new employment services have competencies for undertaking activities such as equality impact assessments.
- FS: highlighted that it is imperative for employers to change and questioned how can we reflect that in recommendations. Also asked how do we value and invest in those third sector organisations who do not fit into the formal the employability organisation bracket. There is a need to ensure that funding is not cut to those organisations while investing in employment services.
- JH: acknowledged that local government also have a commitment to ensure services are aligned. Intersectionality is designed around individuals circumstances and barriers should be taken into account but there is a need to analyse and measure success.
- TY: need to be sure that these agencies are aware of gender pay gap issues as the language used for example, 'Intersectionality' is not a well-known term.
- JH stated that the three year contracts allows us to gather lessons learned.
- FS: with regard to recommendation 1 on data collection asked how do we reflect on the impact of other influencers e.g. family influence and how people gain the confidence to share their views.
- HMc: highlighted the difficulties associated with disclosure and how do we get robust data on sensitive issues such as domestic violence when people may not wish to disclose this info.
- JH: wants people to engage with the employment services and not be scared off. We need an understanding of who is using the services.
- There was general discussion on how users views are taken these into account when redesigning policy or tendering for new contracts.
- TY: there is a need for staff training on sensitive issues so staff can respond appropriately.
- ER: pointed out that this had been raised during an evaluation of their recent employability project. At the workshop there was some discussion about whether or not it should be asked as a routine question or would it be better to

record it if it comes up in conversation. Suggested that it would be worth further discussion with Scottish Women's Aid.

- HMc agreed that it would be useful to explore, particularly around the relationship between the individual and employability provider/trusted professional.
- JH: stated that it is important that we make it as straightforward as possible for people to engage with employability programmes and that we ensure we align services and support people who choose to disclose information.

## **6 International Comparisons**

ST took members through paper 4 which compared policies being taken forward by other European countries to tackle their gender pay gaps.

Views and observations:

- AR: stated that it was an interesting paper and how she was struck by the focus on parental leave and pay and thought that it was important to look beyond employment legislation. Highlighted that gender pay transparency take up has been low in Germany.
- ST: commented that the next step could be to tease out how effective these policies have been.
- AR: thought it would be interesting to learn more about the collective bargaining arrangements.
- JH: asked if members thought it would be worthwhile to widen the net to other countries beyond Iceland, Norway, Germany and Luxembourg? Suggested that it would be good to have a comparison of how Scotland is faring and what other factors have a bearing.
- ST: highlighted some of the difficulties involved in making direct comparisons due to different criteria e.g. in Italy and Japan the pay gap is small, but many women don't return to the workplace after having a family, there are a number of factors which need to be taken into account.
- FS: highlighted that the paper had a particular emphasis on collective bargaining arrangements in care/childcare and it would be useful to look further at how this works in other countries.
- TY: policy analysis useful especially on what has worked and good to know how the value of women in low paid work has been raised and how this could be applied in Scotland.
- Following further discussion it was agreed that it would be useful to continue to develop the paper and to explore policies being taken elsewhere but recognising that Scotland is a different situation particularly in relation to employment legislation.
- ER: suggested that it would be helpful to have strong asks of the UK Government in areas where decisions can be re-allocated .

## **7 AOB**

JH informed members that he has written to all public bodies subject to SG annual pay review process to ask them to work on tackling the gender pay gaps within their organisations. SG clarified that the information used in the letters was taken from published data in equality mainstreaming reports and internal Scottish Government Human Resource data.

## **8. Date of Next Meeting**

JH confirmed that the next meeting will be held on 19th September 2018 at Standard Life in Edinburgh.

## **9. Close of meeting**

JH thanked all members for their participation. He then closed the meeting.

### **Meeting Action Points:**

1	SG to ensure feedback from the voices sessions is conveyed to Members including the ability to track active documents, which may include case studies.
2	SG to include a list of workshop attendees in working group papers.
3	Members to provide JM with contacts of stakeholders who they wish to invite to the themed workshops,