

# The Welsh Specific Equality Duty on Equal Pay: Context for Gender Action Plans

CEHR & WLGA seminar on public  
sector duties

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# Structure

- The context
- The causes of gender pay inequalities
- The duty
- The data review
- The discussion!

# Policies to address gender pay disparities in Europe

- Duties pre Equality Act 2010 - England, Scotland and Northern Ireland (GED 2006, s.75 NIA)
- Equal Pay Audits
- Collective Bargaining
- Minimum Wage / Living Wage
- Differential Pay Increases
- Gender sensitive policy
- Hypothetical comparators
- Class/representative actions
- Transparency

# Gender Pay Disparities

*'Pay disparity results from a combination of differences in the ways men and women are employed. These factors include employment segregation (by sector, occupation, workplace hierarchy, contract type (permanent/casual, full or part time or fixed hours), the undervaluing of 'women's work', access to training and routes to progression, the unequal division of labour between paid and unpaid work, labour market structuring on the assumption of gender roles regarding childcare and adult dependent care in the working age years, and pay discrimination' (Parken et.al 2009).*

# Contributory Factors

- Human Capital
- **Gender penalty** – Segregation by sector, occupation, contract, and undervaluing women's work
- **Motherhood Penalty** - Flexible Working, economic activity – childcare
- **Gender Discrimination**
- Workplace policies

A listed body in Wales must collect and publish on an annual basis the number of:

people employed by the authority on 31 March each year by protected characteristic and men and women employed by:

- job
- grade (where grading system in place)
- pay
- contract type (including permanent and fixed term contracts)
- working pattern (including full time, part time and other flexible working patterns)

# Employment and Pay

- Economic Activity: 79.4% men and 71.9% women economically active (Davies *et.al* 2011)
- Men hold 62% of stock of all FT employee jobs in Wales, women hold 38% (Davies *et.al.* 2011)
- Women hold 79% of stock of all PT employee jobs in Wales (Parken 2011)
- Median Hourly Earnings; Men (Wales) £9.88, Women £8.04. Overall gender pay gap 18.5% (Davies *et.al.* 2011).
- Gap between men's full time median hourly and women's part time median hourly is 34% (LFS 2009).
- Women – are majority of those on less than minimum wage and on less than £7.00 per hour (Parken 2009)
- Children under 5, 58% mothers / 90% fathers – eco active (32% gap) (Parken 2009).

**Top 3 Occupational Strata – industry sector analysis.** Source: Annual Population Survey January 2008 – December 2008. Wales. NOMIS. Data Run: 195009, extrapolated 22/07/09 (Parken and Rees 2011).

	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Managers and Senior Officials - All industries</b>	<b>174,600</b>	<b>111,400</b>	<b>62,800</b>
Managers and Senior Officials – Agri, fishing; energy and water; manufacturing; construction	47,400	39,200	8,000
Managers and Senior Officials – Distribution, hotels, restaurants; Transport and communication; Banking Finance and Insurance etc.; Public Administration, Education and Health and other services.	127,200	72,300	54,800
<b>Professionals - All industries</b>	<b>158,300</b>	<b>87,800</b>	<b>70,500</b>
Professionals - Agri, fishing; energy and water; manufacturing; construction	23,100	20,500	2,300
Prof – Dist etc. Public Admin, Ed and Health	135,100	67,400	67,700
<b>Associate Professional and Technical – All industries</b>	<b>172,800</b>	<b>79,300</b>	<b>93,500</b>
Assoc Prof and Tech – Agri etc.	22,600	16,200	6,500
Assoc Prof and Tech – Dist etc.	150,200	63,100	87,000



# Pay and hours comparisons, gross median, ONS 2008 (Parken *et.al* 2009)

		Women	Men
Hourly rate Full time		9.82	11.46
Hourly rate Part time		7.09	7.39
Weekly rate Full time		361.60	447.90
Weekly rate Part time		138.40	144.10
Annual salary , Full time		19,211	24,971
Annual salary , Part time		7,964	9,523
Usual weekly hours worked	6 - 15	10.5	3.3
	16 - 30	32.5	8
	31 - 45	48	61.7
	45 +	7.1	26.4

# Employment by gender contact and pay, in the Welsh Public Sector.

Table 7.1 (Parken in Davies et.al 2011)

	Men		Women	
	Employees	Hourly Earnings	Employees	Hourly Earnings
Full Time Perm	93,528	12.82	117,946	11.07
Part time Perm	8,732	8.06	65,313	8.28
Full time Casual	5,049	7.87	9,137	9.52
Part Time Casual	2,197	7.30	8,288	7.05
Total	109,236		200,684	

# Welsh Public Sector - Contract Segregation and Pay

- 72% of all employees work FT (perm and casl).
- M 35% of total - hold 44% of all FT jobs.
- 90% of men's employment in the Welsh public sector FT.
- W 65% of total - hold 56% of all FT jobs
- 63% of women's employment in the Welsh public sector FT.
- Part time work is 36% of all women's employment and 10% of men's.
- Women are 86% of the part time workforce, men 14%

## Local Government employees by contract type, and hours

Wales	Men	Women
FT, Permanent	32,244	41, 837
PT, Permanent	5,350	49, 630
FT, Casual	3,762	5, 530
PT Casual	4,882	19,424
Totals	46, 238	116, 421

Source: ONS Quarterly Public Sector Employee Survey - Dec 2007

## Local Government:

- Men 28% of local government workers - hold 43% of the full time permanent contracts
- Women 72% of workforce – hold 56% of full time permanent contracts
- FT accounts for only 36% of women's employment in LG
- 60% women are contracted part time (perm or casual)
- Women hold 80% of all part time casual contracts in LG

# Organisation - Audit

- All equality strands
- Occupation – Concentrations?
- Hierarchy
- Gender - contract/conditions - full time, part time, permanent, casual, short fixed hours, zero hours, overtime, shift working
- Gender balance /diversity mix – management, board, advisory board
- Job, grade, scale, banding
- Performance/ length of service
- Promotions – coaching, mentoring,

# Collecting, collating, analysing data and acting upon it

- Local Authority case study
- UK aggregate only 40% part time women workers have care responsibilities at any one time
- Changing working patterns
- Occupational 'switching'
- Consultation with workforce and unions