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Addressing Pay Inequalities in Wales –
Past, Present and Future



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Distinct Approach in Wales

- Collaboration: Women's Workshop, Close the Pay Gap Campaigns, Back-Pay settlements Design of the 'Pay Differences' duty, Women Adding Value to the Economy (WAVE)
- Not implementing specific duties under the GED - consider having a pay objective too weak
- Why addressing pay inequalities is important:

What I can feel from the girls up there is that at one time that seemed OK [20 hours contracts] ... and there's still one or two who prefer part time, but most want full time now ... all we get all day is girls phoning ... 'is there any more hours' ... I had a girl on the phone this morning telling me she's got to earn £750 a month before she can even buy food ... you've just got to promise them that if any more work comes in, they can have it, knowing that you've said the same to other girls ... (Community Care). (Parken and Baumgardt, 2009, 29-30).

Pay Differences Duty/ WAVE

- Duty - address the structures and systems that create inequality – occupational, working hours and contract segregation
- Combined employment and pay analysis of job, grade, contract type, working pattern and pay (and by division, department, career and job ladders). Complicated by drafting.
- WAVE case study findings: regardless of whether the employment structure was in gender balance or female dominated, men held the majority of permanent full-time roles and these were associated with progression and movement to higher grades (Parken and Ashworth, 2019).
- WAVE Change management - PDRs for lowest grade employees, training on nexus between higher hours/pay and UC boundaries, generic job re-design, redesign of recruitment systems, redesign of promotions systems etc. (ibid.)

Review and Renew Workshop - Pay Differences Duty

- Workshop 2019 – public services HR and equality leads, EHRC, WTUC, academics, equality orgs.
- Must have an equality objective on gender pay gaps and include the same requirement for disability and ethnicity - Welsh public sector bodies must be required to undertake the occupational segregation, employment conditions and pay analysis.
- Use the GB GPG regulations definition of relevant employee and pay
- Apply the updated calculation methods advised by the Royal Statistical Service on managing £s and pence, and proper calculation of medians etc.
- Require the publication of overall, full time and part time pay gaps.
- Mindful of the issues of disclosure and the need for intersectional data, an intersectional analysis should be included.
- Employment and pay analysis and action plans/review of progress should be published annually on a dedicated Welsh Government website.
- Additionally - every 5 years, public bodies should provide an Equal Pay Statement including an Equal Value Audit (ESRC IAA Review and Renew: Gender Pay Gap Duty, Cardiff University seminar, November 2019).

And

- Make it a duty to address pay gaps not differences.
- Improve the drafting of the duty so that it is all contained in one regulation.
- Provide a reporting template with specified data tables.
- Include reports on progression from both low and high-grade roles.
- Include equal pay explicitly within the employment rights to be supported by the Social Partnership and Public Procurement Bill
- All bidders for public money with more than 50 employees must have a job evaluation scheme and provide the results of an employment and pay analysis across gender, ethnicity and disability, in their tenders.