

From: Kellie Boydens <K.Boydens@gov.je>
Sent: Tuesday, August 24, 2021 4:22:00 PM
To: Chair Jersey <chair.jersey@iod.net>
Subject: Jersey's Gender Pay Gap

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Gender Pay Gap Review Panel – Request for Written Submission

Dear Lisa

I write on behalf of Deputy Louise Doublet who is Chair of the Gender Pay Gap Review Panel. The Review Panel presented a report "[Is there a Gender Pay Gap in Jersey?](#)" in July 2019 and has recently re-established itself to undertake a [follow up review](#).

During its previous review, the Panel concluded that there is a gender pay gap in Jersey with the following themes as contributing factors:

- Gender stereotypes from school age
- Occupational segregation stemming from subject choice at school
- Unconscious bias in the workplace
- The "glass ceiling" which stops women reaching upper levels in the workplace
- More women taking on domestic commitments
- More women taking on caring responsibilities

The Panel recommended that the Government collects, analyses and publishes data in relation to the public sector gender pay gap which it believed would raise awareness of the underlying issues associated with gender pay gaps such as social norms, biases and gender stereotypes. The Panel is aware of only a handful of local companies who have voluntarily undertaken gender pay gap reporting.

Now that it's been 2 years since the Panel published its report, it would really like to hear from, and re-engage with, those who contributed to its 2019 review.

Key questions

The Panel would like to invite you to make a written submission with your thoughts on the gender pay gap in Jersey. In order to inform your response, below is a list of questions which might assist you in formulating your submission:

1. Do you think statutory measures should be introduced in Jersey for gender pay gap reporting?
2. What are your views on other types of mandatory reporting such as the ethnicity pay gap?
3. Do you think there has been any change in the cultural influences which affect the gender pay gap in Jersey? (see contributing factors above)

4. Do you think the Government took a gender-sensitive approach to its Covid-19 policies?
5. What impact do you think Covid-19 has had on men and women in the home and workplace?

The Panel would welcome any views you might have on this topic and looks forward to an open dialogue. As part of the scrutiny process, all written submissions tend to be uploaded to the website as a matter of course with the exception of any evidence received under a confidential or private agreement which will not be published.

If you have any questions about the review or would like any further information on the gender pay gap, please do get back to me.

Best wishes
Kellie

Kellie Boydens
Principal Committee and Panel Officer

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