Gender Pay Gap

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What reasons are there for the existence of the gender pay gap:

- Poorly designed pay systems which are not kept up to date;
- Broad pay bandings allowing large discrepancies in placement of employees on pay scale;
- Subjectivity of those setting pay e.g. line managers, HR etc.;
- Inadequate or non-existent continual organisational monitoring of starting pay and lifetime pay between genders - actual pay – not median or mean;
- Lack of accountability from HR departments and managers;
- Direct discrimination;
- Indirect discrimination;
- Unconscious bias (implicit or unconscious bias happens by our brains making incredibly quick judgments and assessments of people and situations without us realising. Our biases are influenced by our background, cultural environment and personal experiences – Reference: Equality Challenge Unit - www.ecu.ac.uk/guidance-resources/employment-and-careers/staff.../unconscious-bias/)
- Lack of transparency – the names of companies not paying the minimum wage are publicised. The names of companies with a gender pay gap should also be publicised;
- Lack of support and/or interest from fellow employees in discussing salaries;
- Too big a problem to fix (and it's costly) – so ignore it and it will go away! Someone else will deal with it.

To what extent has the Scottish Business Pledge changed employment practices as regards gender pay?

- I have never heard of this, so I'd presume that it hasn't had much impact.

Can more be done to promote equal pay through the Scottish Business Pledge and the Fair Work Convention?

- More than likely, but organisations themselves first need to take responsibility for addressing the gender pay gap.

What are the enterprise agencies and local authorities doing to support gender pay equality and can more be done?

- I'm not sure about this. Based on experience, I'd say that local authorities and doubtless the enterprise agencies, have been complicit
in gender pay inequality. Just look at all the equal pay claims against councils across the UK.

- There needs to be more transparency about what employees actually get paid - not using median or mean salaries which can hide important detail - actual salaries should be used.

**Are the devolved public sector bodies (including the Scottish Government, National Health Service, and local authorities) examples of good practice?**

- As mentioned above, these organisations have often been complicit in gender pay inequality. Numerous equal pay claims have been made against these types of organisations across the UK.

- Staff working for these organisations need to be asked and checks should be in place. It's often the case that many employees are not keen to discuss their salaries openly which only hides and makes the problem worse over many years.

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