Gender Pay Gap

South Lanarkshire Council

From academics and interests groups in particular

What reasons are there for the existence of the gender pay gap?
Societal perceptions of the roles of men and women continue to influence the career choices of many. Generational attitudes can often discourage individuals from going into non-traditional roles. This can happen both in the home, in education and in the workplace. Unconcious bias continues to shape the life opportunities many face even where opportunities exist.

From businesses and organisations, particularly SMEs

Are there specific issues with gender pay within the Scottish public and private sectors?
The specific issue within Scottish Local Authorities is that the figures produced nationally are not comparing like with like. This is due to the different structures and workforce groups within each authority. Where some retain a care and DLO workforce the picture will always appear more stark however, all authorities are delivering the same services and where some have arms lengthed parts of their workforce this creates an uneven comparator.

What are some examples of good or bad practice within Scotland or internationally?
South Lanarkshire has committed to paying all Modern Apprentices the Scottish living wage and above. It has also worked proactively, through its delivering a fairer future initiative, to encourage men and women into none traditional roles. This has included offering work experience, job shadowing and upskilling to enable individuals to make career changes that benefit them and their circumstances.

What are some examples of gender pay policies leading to more effective and successful businesses?
Within South Lanarkshire the Scottish Living Wage has been implemented and can be seen to have had a positive effect on the pay gap. The Council has also created an extensive array of flexible working practices and employee assistance measures to offer a workplace that enables employees to achieve a work life balance appropriate to their needs. It has recently become a Carer Positive employer and has engaged with Fathers Network Scotland and Family Friendly Scotland to continue to better undertsand the wider needs of employees and the role it can play in challenging occupational segregation.

What are the wider economic and social benefits of closing the gender pay gap?
The wider implications for closing the gap are that it will and can have a positive impact on the local economies through lifting children and families out of poverty and in particular those currently in in-work poverty. Longer term it should lead to people feeling and being valued for the work they do and
encourage future generations to take up opportunities in non-traditional roles with the ultimate aim of putting a stop to notion of having traditional roles.

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