

Gender Pay Gap

Moray Council

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

Occupational Segregation - men and women choosing traditional career paths; Career choices - women feel the need to choose between family roles and senior positions and so do not seek promotion. Many senior jobs are not compatible with childcare and a balanced family life e.g. travel; social events; long long hours; lack of flexibility. Unless roles in the home and society are evenly split between men and women, it will continue to be challenging for many women to pursue senior positions.

Are there specific issues with gender pay within the Scottish public and private sectors?

Local government has invested significantly in ensuring that its pay structures offer equal pay and are gender neutral. However, we continue to see a traditional split between "male" and female" jobs with women significantly represented in caring roles and less skilled, part-time jobs such as cleaning. The latter in particular contributes to the gender pay gap.

What are the wider economic and social benefits of closing the gender pay gap?

If the assumption is that female pay will rise to match that of males, the economic benefits are clear for employees but may be burdensome for employers in a difficult economic climate - depending on how this is achieved. If closing the gap simply redistributes the current wage bill differently, the benefits are social fairness rather than economic. The benefits will also depend on the reasons for the gap closing e.g. changing education and qualification of females to technical, stem subjects and changing the careers open to them would lead to a more significant long term shift in society than mathematical income redistribution such as happens through changing pay structures to address equal pay.

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

Not convinced how much the issue is actually one of pay. Opening up opportunities by considering the structure of work, educational choices, structure of home and family support in the widest sense (e.g. when can take child to Dr, dentist, when sports day is held, when can visit school - the hours of the school day); tackling gender stereotypes in the home and society; making information and options open early enough to influence further education and career choices would seem to have a more significant societal impact that would lead to changes in the gender pay differential.

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

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

Not had an impact in local government

What role can procurement policy play in promoting equal pay?

Would be very difficult to assess equal pay as part of a procurement process - complex technical issue. Could ask some fairly superficial questions but may disadvantage smaller employers who will have less structured pay processes.

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