SCOTTISH PARLIAMENT’S GENDER PAY GAP - FAQs

What is the Gender Pay Gap?
The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.

Why are we reporting on Gender Pay Gap?
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require the Scottish Parliament as a listed public body to publish data on its gender pay gap by end March 2018 for data at the snapshot date of 31 March 2017.

Why are we looking at the figures from March 2016?
As part of our commitment to diversity and inclusion and to demonstrate good practice we prepared a report ahead of our legislative deadline.

I thought the Scottish Parliament paid fairly?
The Scottish Parliament has previously reported on and demonstrated that it does pay men and women equally for the same role. Equal pay means that men and women in the same employment performing work of equal value must receive equal pay, as set out in the Equality Act 2010.

Why does the Scottish Parliament have a Gender Pay Gap?
Put simply, we have more women than men in lower grades and more men than women in higher grades, this means the average salary for women is lower.

What is the Scottish Parliament going to do about the Gender Pay Gap?
We have prepared an action plan to address the Gender Pay Gap. The Diversity and Inclusion Board and LG will have an ongoing role in monitoring the success of the plan.

Why it is only the gender pay gap that has been reported, not, for example, ethnicity or disability?
We intend to use this report as a template for reporting on other protected characteristics in the future.

When will the next report be published?
We will be publishing the data for 31 March 2017 in March 2018.

Who can I speak to if I would like to know more?
Susan Duffy will be holding snippet sessions that all staff will be welcome to attend. These will be advertised in the Corporate Bulletin.