

STATES OF JERSEY



PAY GAP REPORTING (P.13/2024) – SECOND AMENDMENT

Lodged au Greffe on 18th April 2024
by Deputy M.B. Andrews of St Helier North
Earliest date for debate: 30th April 2024

STATES GREFFE

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1 PAGE 2, PARAGRAPH (c) –

Delete the words “in the event the target identified in paragraph (a) is not met by 8th March 2025 through voluntary participation,”.

DEPUTY M.B. ANDREWS OF ST. HELIER NORTH

Note: After this amendment, the proposition would read as follows –

THE STATES are asked to decide whether they are of opinion –

to request the Chief Minister –

- (a) to set and publish a target before the end of June 2024 of a minimum percentage of local businesses with 50 or more employees that should voluntarily report their gender pay gap data (with accompanying narrative and action plan) by 8th March 2025 and annually thereafter;
- (b) to ensure that all local businesses with 50 or more employees are contacted before the end of June 2024 with a request that they voluntarily publish gender pay gap data (with accompanying narrative and action plan prior to 8th March 2025), and to provide such businesses with support (including, but not limited to, reporting templates and guidance on narrative and action plan formulation) in order to facilitate the provision of such gender pay gap information;
- (c) to bring forward the necessary legislative framework by 8th March 2026 for the implementation of mandatory annual gender pay gap reporting, by all local businesses with 50 or more employees; and
- (d) to investigate the possibility of providing support for local businesses in order to facilitate the publication of pay gap data for other characteristics, including (but not necessarily limited to) ethnicity pay gap data and disability pay gap data.

REPORT

With the States Assembly approving [p.31-2023.pdf \(gov.je\)](#) as amended [p.31-2023 amd.pdf \(gov.je\)](#), the government will now publish gender pay relative to salary band across each government department. The government will also publish the income ratio across each government department too. This demonstrates the government is willing to lead the way in the publication of gender pay and income ratio reporting.

I believe more work should be undertaken to report gender pay among non-public sector entities, and hence, the lodging of this amendment. I am seeking States Assembly approval for the Chief Minister to bring forward legislation to introduce mandatory annual reporting on gender pay for all local businesses with 50 or more employees.

Financial and staffing implications

There will be a manpower requirement in the Cabinet Office to provide assistance to businesses by providing them with templates to report gender pay and there will also be a requirement within the legislative drafting team to undertake legislative drafting.

Children's Rights Impact Assessment

A Children's Rights Impact Assessment (CRIA) has been prepared in relation to this proposition and is available to read on the States Assembly website.