

**WRITTEN QUESTION TO THE
MINISTER FOR ECONOMIC DEVELOPMENT, TOURISM, SPORT AND CULTURE
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 26th MARCH 2019**

Question

Further to the recent publication of a report by PwC which states that “*closing the gender pay gap would bring a further £212 million boost*” to Jersey’s economy, will the Minister make closing the gender pay gap a priority in his work; and, to that end, will he also commit to introduce mandatory pay-gap reporting by all employers, consisting of both statistics and narratives around those figures?

Answer

The Government of Jersey, and the States Assembly, must seek to promote diversity in our workforce, at all levels, aiding performance, and making us more like the society we serve. In addition, we have wider responsibilities to promote gender equality and diversity.

As to reporting, over the past few months Statistics Jersey have been exploring reporting on gender pay in our economy, as part of improvements in how they collect earnings information and produce official earnings statistics. This work has been discussed with the Deputy, but it is challenging and complex work, as it involves moving from official earnings statistics based on survey returns from employers, to using instead administrative sources such as income tax or social security returns.

I believe this is, however, is the best approach, as it reduces administrative burdens on employers, and seems far preferable to imposing new statutory requirements. At the same time, reporting and explaining is good practice, and I understand the States’ Employment Board and the Treasury and Resources Minister in terms of the annual accounts, are both considering this.

In recent months I have worked with Deputy Perchard and others to become better informed on these issues. The recent report by PwC presents a compelling case that there may be significant economic and productivity gains by improved gender equality. I believe that a commitment should be made, by the States Assembly and the island’s government, to place this on the agenda with other strategic priorities.

I will continue to work with colleagues in this area and urge other States Members, who may wish to gain a fuller understanding of the issue, to engage with Deputies Perchard and Doublet in the first instance.