

Dear Panel

Further to your letter dated 12th September I'm pleased to provide the response from Jersey Business (JBL). Our responses are specific to the questions detailed in your letter albeit as a general point we believe this review should be widened to 'diversity pay gap' and not just restricted to 'gender'. Larger corporates already collect diversity data on their staff so widening the brief in this segment should be achievable.

1. **Do you think there is a gender pay gap in Jersey?**- JBL response 'In the UK the latest published statistics were that women were being paid a median hourly rate that, on average, was 9.7% less than that given their male colleagues. As such it is highly likely that Jersey will show a similar variance. It is however important to note that this is based on the median % and does not show the full picture. Ideally the statistics should also show any variance of male and female doing the same job'.
2. **Do you have any evidence to support your perception?**- JBL response 'See above'
3. **What initiatives do you think businesses could adopt in order to reduce a gender pay gap?**- JBL response 'As with the UK, legislation to compel certain size of businesses to include gender pay details in their annual business statistical returns would help publicise the issue and by that would create momentum to take actions to achieve less disparity. Care though needs to be given to SME's who already face a growing level of additional reporting/ returns, it may be that smaller businesses are covered by way of voluntary sample that is acceptable for statistical purposes. Also promotion of the benefits both to the business and the employee re developing flexible working practices should be encouraged as it helps support a more engaged workforce as well as attractive diverse talent to the business'.
4. **What are your views on making it a disciplinary matter if staff discuss salary?**- JBL response 'Assuming that a member of staff does not breach their contractual obligations for confidentiality, then any staff discussion on salary should not be a disciplinary matter'.

Regards

Graeme

Graeme Smith
Chief Executive Officer

Jersey Business