

COMMITTEE ON EQUALITY OF OPPORTUNITY

Date: 31 October 2001
Time: 9.00 am
Venue: Committee Room 3, National Assembly Building

Title: WORKING GROUP ON EQUAL PAY—PROGRESS REPORT

Purpose

- To invite the Committee to appoint a chair of the Working Group;
- To inform the Committee of the outcomes of the first meeting of the working group on equal pay;
- To seek the Committee's endorsement of a range of recommendations.

Background

The Members of the Working Group on Equal Pay are David Melding AM (Conservative), Helen Mary Jones AM (Plaid Cymru), Anne Jones AM (Labour) and Eleanor Burnham AM (Liberal Democrats), Felicity Williams (Trades Unions Congress) and Kate Bennett (Equal Opportunities Commission).

The terms of reference for the working group provide that: "The Chair of the Working Group is to be appointed by the Committee on Equality of Opportunity from its members." Now that the members of the Group have been appointed, the Committee needs to appoint the Chair.

The Group held its first meeting on 12 October 2001 (minutes at Annex A).

Issues

The Group considered and endorsed a draft action plan (Annex B) developed by the Equal Opportunity Commission in consultation with the TUC and agreed to submit it to the Committee for endorsement. The action plan included the partners of the group jointly developing and holding an awareness campaign and identified actions each of the partners could take to address the pay imbalance.

The Group requested that Sue Dye draft a press and public relations strategy and submit it to the Committee for its endorsement (Annex C). The Group noted that there may be funding available under the Better Government initiative to assist with this.

Implementation of the action plan would involve action across the Assembly, including the Equality Policy Unit, the Personnel, Management and Business Services Group, Local Government and Housing Group, the Social Care Group, the Economic Development Division, the Office of the Counsel General and Assembly Sponsored Public Bodies and their sponsoring divisions. The Working Group noted that implementing these actions would require the commitment of resources for both co-ordination and implementation.

The Group also noted draft leaflet "Close the pay gap" (Annex D) and the information paper "Closing the Pay Gap in Wales: Progress since 1999" (Annex E) which were prepared by the Equal Opportunities Commission.

Action for the Committee

1. Appoint a Chair for the Working Group on Equal Pay.
2. Consider the Working Group's recommendations that the Committee:
 - Request that the Assembly build on the voluntary code of practice for procurement by recognising employers who are addressing equal pay issues.
 - Request that the Assembly develop a kitemark award to identify employers who meet or ascribe to certain equal pay standards.

 - Invite the Statistical Directorate back to the Committee in the New Year to discuss the availability of data for supporting the equal pay campaign and other equality issues;
 - Endorse the Working Group's proposed action plan (Annex B);
 - Endorse the draft media strategy (Annex C);
 - Request that the necessary resources be committed for the Assembly's implementation of the Action Plan;
 - Note the Working Group's proposals to:
 - Invite subject committee Chairs to relevant meetings of the Working Group;
 - Liase with the Local Government Partnership Council.

Committee Secretariat

ANNEX A

EOC - WGEP-01-01(min)

Committee on Equality of Opportunity - Working Group on Equal Pay

DRAFT MINUTES

Date: 12 October 2001
Time: 9.15am
Venue: Committee Room 4, National Assembly Building

Attendance:

Members	Helen Mary Jones (Acting Chair)	Llanelli
	Lorraine Barrett	Cardiff South and Penarth
	Eleanor Burnham	North Wales
	David Melding	South Wales Central
	Kate Bennett	Equal Opportunities Commission
	Sue Dye	Equal Opportunities Commission
Officials	Russell Keith	Committee Clerk
	James Owen	Deputy Committee Clerk
	Chris O'Connell	Equality Policy Unit

Agenda Item 1: Apologies

1. Apologies were received from Felicity Williams (Wales TUC). Lorraine Barrett substituted for Ann Jones.
2. The Working Group agreed to appoint Helen Mary Jones as Chair for the meeting.

Agenda Item 2: Identify Potential Strategies

1. Kate Bennett introduced 'Closing the Pay Gap in Wales' as an information pack prepared by the Equal Opportunities Commission for the Working Group (Annex A). The Commission's work is focused on assisting the Assembly to promote the Equal Pay agenda. Sue Dye was introduced to the group as the Equal Pay Campaign Manager who will be working full time on the subject for 6 months.
2. The Group agreed that Best Practice examples should be considered in order to illustrate how barriers, which exist in regard to Career progression, could be broken down in Wales.
3. In consideration of the Draft Action Plan, the Working Group agreed to recommend to the Committee that:
 - The Assembly build on the voluntary code of practice for procurement by recognising

- employers who are addressing Equal Pay issues.
- The Assembly develop a Kitemark award to identify employers who meet or ascribe to certain equal pay standards.
 - The creation of a tool to assist small and micro businesses in conducting a pay review be supported.
 - The Committee endorse the Action plan as a broad framework to promote equal pay.
1. The Group agreed that a targeted strategy was required for raising the awareness of employers, unions and employees to the issues of Equal Pay. The Equal Opportunities Commission agreed that they would, in consultation with the Assembly Press Office and the Equality Policy Unit, put forward a Public Relations Strategy for consideration at the next Committee meeting. The Group noted the need to identify potential sources of funding for such a campaign from the Assembly. The Equality Policy Unit advised that there was a 'Promoting Equalities Fund' available within the Assembly which may be able to be accessed for this.
 2. The Group suggested that Plenary consider a resolution on Equal Pay to assist the promotion of the campaign.
 3. Kate Bennett informed the Working Group that the Equal Opportunities Commission would be launching research undertaken by Swansea University on the Pay Gap in Wales. It was considered that an Assembly presence at the launch would be a good idea.
 4. The Group agreed that the Assembly should be seen as an exemplar employer that endorsed the concept of Equal Pay internally as well as externally.

Agenda Item 3: Prioritise Identified Strategies

1. The Group identified NHS Wales as a key target for the dissemination of Equal Pay information because of the high number of women within the profession.
2. The Group discussed career progression problems encountered by women in the Education profession. The effects of balancing work and family commitments were identified as impeding women's progression into Headships. It was agreed that officials from the Assembly's Education Division should be invited to a future meeting of the Working Group to discuss ways of overcoming the problems identified.

Agenda Item 4: Identify Potential Programmes and Partners which may be able to assist implementing or developing strategies

1. The Group should incorporate specialist knowledge from the private sector in future meetings.
2. Women from ethnic minorities should be recognised in any round table briefings.
3. The Committee should consider inviting the Assembly statistics department to a meeting in the New Year, to provide information on equal pay issues.
4. Subject Committee Chairs should be invited to relevant meetings of the Working Group to ensure that they are kept informed about equal pay issues.
5. Officials from the Assembly's Education Division and NHS Directorate should be invited to a

future meeting of the Working Group.

Agenda Item 5: Agree any Recommendations or issues to be reported to the Committee

1. The Group recommends that the Committee:

- Request that the Assembly build on the voluntary code of practice for procurement by recognising employers who are addressing equal pay issues.
- Request that the Assembly develop a kitemark award to identify employers who meet or ascribe to certain equal pay standards.

- Invite the Statistical Directorate back to the Committee in the New Year to discuss the availability of data for supporting the Equal Pay campaign and other equality issues;
- Endorse the Working Group's proposed action plan;
- Endorse the media strategy to be developed;
- Request that the necessary resources be committed for the Assembly's implementation of the Action Plan;
- Note the Working Group's proposals to:
 - Invite subject committee Chairs to relevant meetings of the Working Group;
 - Liase with the Local Government Partnership Council.

Agenda Item 6: Agree a Schedule for Future Meetings

1. The Assembly Members within the Group agreed to meet before the Committee on Equality of Opportunity meeting on the 31 October 2001.
2. Committee Secretariat will explore dates for the next full meeting of the Working Group planned for early in November.

The meeting closed at 10:30am.

JOINT WORKING GROUP ON EQUAL PAY: FRIDAY 12 OCTOBER 2001

ANNEX B

DRAFT ACTION PLAN

Discrimination in pay systems

1. **Raise awareness and understanding**

JWG

- Launch a 'Close the Gap' campaign in Wales, press pack, release etc.
- Leaflet
- Letter to every employer in Wales on business case for equal pay signed by Edwina and others
- E-mail AM's, MP's and MEP's
- Brief NAW committee chairs
- Letter to Council Chief Execs (councillors?)
- Produce video (no longer than 10 minutes!)
- Poster campaign – Famous Welsh Women Speak Out for Equal Pay
- Discuss with Western Mail or Welsh Mirror active support for the campaign

NAW

- Recognition (award?) for employers who have begun to tackle pay inequalities
- Improvements in the availability of gender-related data in Wales
- Request progress reports from NAW departments eg Childcare taskforce/schools division
- Ensure implementation of the local govt. equality standard across Wales

Trade Unions

- Letter to all union reps. in Wales
- Push equal pay up the bargaining agenda
- Briefing to Wales TUC tutors network

EOC

- Brief public sector round table, WDA, ELWa , CIPD, and Chwarae Teg, employment tribunal members and employers
- Launch research on pay gap in Wales

1. Reform equal pay legislation

NAW

- Lobby Westminster for mandatory equal pay reviews
- Monitor outcomes of NAW pay remit guidance to ASPB's
- Put equal pay into the terms of reference for ASPB reviews
- Develop contract compliance to ensure suppliers have fair pay systems
- Equal pay as a criteria in applications by business to the WDA for financial support

1. Ensure employers and unions know how to implement equal pay

JWG

- Organise seminars of personnel / equality officers in NHS and local government

EOC

- Produce simple pay audit guidance suitable for a broad range of organisations, including SME's
- Advise employers on payroll / personnel software
- Arrange meeting of existing employer / union networks i.e. Equality Exchange
- Develop an Equal Pay Forum of leading employers/unions to spread good practice
- Assist ACAS to develop expertise
- Encourage employers to carry out pay reviews

Trade Unions

- Organise equal pay training for negotiators
- Integrate equal pay modules into general union rep. training

1. **Enhance transparency and accountability**

NAW

- Include equal pay review data in ASPB annual reports, NHS Trust annual reports etc.

Trade Unions

- Encourage pay negotiators to request gender based data from employers

EOC

- Encourage individuals to talk openly about their pay
- Produce a briefing note on the business case for openness and transparency

1. **Amend social and labour market policy to compliment equal pay resources**

NAW

- Put equal pay at the heart of social, economic and labour market policy agendas
- Lobby for an increase to the national minimum wage
- Encourage Assembly and ASPB's to improve work / life flexibility and enable women to progress their careers

EOC

- Build an understanding amongst employers of how equal pay issues relate to broader training, work / life balance issues.

Unequal impact of women's family responsibilities

NAW

- Adopt specific targets in the NAW childcare strategy to increase childcare and out-of-school provision to meet the needs of parents in Wales

Trade Unions

- Move work / life balance up the negotiating agenda
- Produce guidance for members and union reps on work / life balance

EOC

- Produce guidance for employers on work / life balance, incorporating recent legislative changes on maternity, paternity, parental leave etc. Also include part-time working. The EOC should work with employers to achieve the following:

Seek to transform the long hours work culture

Change the working environment to create a closer fit between employment practices and individual needs

Offer opportunities for flexible working patterns

Provide childcare assistance

Provide paid maternity, paternity and parental leave above the minimum

Job segregation

NAW

The NAW could tackle job segregation in the following areas:

Schools could adopt whole school equal opportunities policies to ensure:

- Subjects are not considered to be for boys or girls
- Children can make choices which don't shut down their options too early
- Enable women teachers to progress into management positions, providing role models

ACCAC could:

- Include modules in the personal and social education curriculum which inform pupils about the pay and status of jobs and the effects of sex stereotyping
- Advise on how subjects can be presented to tackle stereotyping

Estyn could:

- Include the closing of gender gaps in subject and option choice as part of its inspection programme

Careers Wales could:

- Ensure all its advisors and publications avoid assumptions based on sex
- Mainstream equality and the challenging of stereotypes into all aspects of work

ELWa could:

- Ensure recruitment and promotion procedures encourage women and men apply and secure jobs in non-traditional areas
- Develop measures to overcome job segregation and assist the career development of part-time workers

Timetable

A sensible timetable for this campaign would be to publicise progress on International Womens Day (March 8) 2003.

Resources

The EOC will dedicate one person full time for six months to work on this campaign together with the other necessary resources to ensure delivery of it's action points

The Wales TUC has identified resources for the training programme. Individual unions will need to commit resources for mailings etc.

The National Assembly is asked to contribute a range of inputs from responses to requests for information, to the organisation of seminars on pay for the NHS and local government. Advice from the press and equality units would be helpful.

Joint Working Group on Equal Pay

Press and PR strategy

Introduction

The Joint Working Group on Equal Pay met on Friday 12 October and agreed an action plan. The action plan commits the campaign partners (National Assembly, Equal Opportunities Commission, and trade unions) to a number of tasks. A copy of the action plan is attached.

The Joint Working Group requested detailed proposals and costings for press and public relations initiatives to launch and sustain the campaign.

Press and PR initiatives

1. A launch event that should involve a press conference with presentations from an Equality Committee speaker, EOC etc. Also a photo opportunity.
2. An information pack for the press would accompany the launch including leaflets, posters, statistics, recent research on the pay gap in Wales, interviews etc.
3. The posters could feature well-known Welsh women and men speaking out for equal pay. The posters could be used for the launch and then more widely across Wales.
4. Feature articles should be prepared for the Welsh national and regional press. These would include articles written by AMs, interviews with women, for example, care workers and details of the pay gap in each unitary authority. Pictures and details on a theme such as a shopping basket purchased by a man's average wage and woman's average wage would be targeted at different newspapers.
5. Key players in the campaign (AMs etc) should be available for TV and radio interviews. Local radio stations will give the campaign will give access to a younger audience.
6. Discussions should take place with the Welsh Mirror, Western Mail and regional papers with the aim of securing a series of features or a special issues / supplements.
7. Articles would be provided for the Welsh language media such as Golwg and Y Cymro. Welsh speakers will be available for radio and TV interviews.
8. Specialist magazines such as, business, union and personnel management journals will be offered articles.

9. Letters explaining the business case for equal pay should be sent to employers across Wales. The WDA may be able to assist in this.
10. Briefing materials should be prepared for all AMs, MPs and MEPs.
11. A letter should be sent to Council Chief Executives, Cabinet members with responsibility for employment and economic development, and the Welsh Local Government Association explaining the campaign.
12. A ten-minute video should be produced for use by employers, HR departments, equality advisors and trade unions.
13. Web pages supporting the campaign should be developed and linked to the partner websites (NAW, EOC, WTUC) and others.
14. A mobile exhibition for use in town halls, libraries etc should be made available.

Costings £

Leaflet (20,000) 2,000

Briefing packs 2,000

Posters 1,000

Video 15,000

Web pages 1,000

Mobile Exhibition 5,000

Letters (postage) 1,000

Press launch 1,000

Total 28,000

Resources need to be identified to cover these costs.

ANNEX D

Close the pay gap

Close the pay gap

"Close the pay gap" is the call to employers, trade unions, individuals, voluntary organisations and enterprise

bodies to work together to close the pay gap between men and women in Wales

Overall the pay gap is 13% but it widens to as much as 26% in some areas of Wales. For part-time workers the pay gap is 36%. It also widens as women get older.

The National Assembly for Wales is committed to justice and fairness for everyone in Wales. To achieve that we must create an expanding economy where opportunity is extended to all and no-one is left out.

This means that women and the work they do must be properly valued and rewarded.

We have to make the best use of all our talent and expertise – the pay gap shows us that we are not achieving this.

Close the Pay Gap is a partnership initiative across Wales, which aims to:

- raise awareness of the pay gap by working with employers, the trade unions and equality advisers.
- Promote good employment practice and encourage employers to deliver better business practice in pay and work/life balance. Businesses can then attract a more diverse workforce and hold on to staff investment
- Encourage activity to reduce the pay gap between men and women in Wales
- Support the development of a smart, successful Welsh economy by eliminating the undervaluing of women's contribution

What causes the pay gap in Wales?

The gap between men and women's earnings comes from a range of factors including:

- Discrimination- where women are paid less for doing the same job as men or jobs of equal value
- Poor employment practice - where pay systems are not checked for inequality
- Job segregation- where women and men continue to work in traditional areas such as men in construction and women in care services

- The undervaluing of work predominantly done by women
- Women's working hours- half of all women workers in Wales are part-time
- Men's working hours- which tend to be longer and attract more bonus payments than women's.
- The impact of caring responsibilities- women still have the main caring responsibilities causing interrupted work patterns and the majority of lone parents are women
- The lack of cheap, accessible childcare provision
- The lack of access to or uptake of training and skills throughout the working life of women

Why closing the pay gap can make a real difference

Women's earnings are important for the family income. Many women are low paid . Closing the pay gap and equal pay for women will contribute towards ending child poverty.

Closing the pay gap will help break the vicious cycle of a lifetime's lower earnings resulting in women's greater poverty in old age.

Closing the pay gap is about good management. It enables employers to attract and retain the best people.

Pay systems, which are fair, open and easy to understand, send a positive

message to the workforce about the value an organisation puts on its staff.

Closing the pay gap will be good for individuals, good for business and good for Wales.

We can Close the Pay Gap together

Closing the pay gap needs everyone to work together to:

- Tackle job segregation and stereotyping which leads to many women working in low skilled and low paid occupations
- raise skill levels throughout working life
- balance work and family life
- keep women in touch with the labour market and enable easy return after breaks

- tackle discrimination and the undervaluing of women and their work
- tackle poor employment practices such as the dismissal of pregnant women

What can you do about it?

- **Carry out a pay review of your business so that you can close any gaps**
- **Develop and communicate an equal pay policy to your employees**
- **Put equal pay on your union's agenda**
- **Break the taboo and talk about pay at work**
- **Contact the Close the Gap campaign for more information**

Campaign address

Equality Unit NAW address

WTUC address

ANNEX E

CLOSING THE PAY GAP IN WALES: PROGRESS SINCE 1999

This paper describes EOC Wales initiatives and activity undertaken since the launch of the 'Valuing Women' campaign in October 1999. It includes a chronology and proposals for future strategy.

Summary and Recommendations

Good progress has been made in Wales on tackling pay inequality. The National Assembly for Wales (NAW) has set the pace with its insistence that pay inequalities are resolved for Assembly staff and those in sponsored bodies. EOC Wales has played a key role in moving the agenda forward. The Joint Working Group of NAW, EOC and Wales TUC officers, now needs to agree as quickly as possible the focus of the campaign for the next six months. We may need to adopt a strategy for two separate but linked groups. Firstly, we need to identify employers and union officials who bargain for pay within Wales and build the necessary skills for them to tackle pay inequality. Secondly, we need to raise awareness of the issue amongst union reps and employers who are part of broader bargaining arrangements.

We need to develop equal pay guidance that is flexible enough for both small and large organisations.

The Swansea research will be useful as a basis for launching a Welsh 'close the gap' campaign. This could be linked to recent successful cases in Wales and the NAW pay settlement.

- We need to propose an action plan to the Joint Working Group. This should build on the gains already made and identify how to spread good practice

- Our strategy will need to take account of different target groups and play to the strengths of individual employers and unions
- At an early stage we need to identify key players who can sustain the campaign beyond the next six months
- We need to develop pay audit guidance suitable for all sizes of organisation and flexible enough to range from first stage to comprehensive audits
- To launch a ‘Close the Gap’ campaign we should prepare a press briefing pack and press release based on the Swansea research

Background

Valuing Women was launched as a three year campaign with the objective of reducing the gender pay gap by eliminating those elements of the pay gap caused by sex discrimination in payment systems.

In 1998 women in full-time work in Wales earned 84% of men’s average hourly pay. Women in part-time work earned 61% of men’s average hourly pay.

An Equal Pay Task Force was established as part of the campaign with the aims of identifying the causes of unequal pay, the barriers to closing the pay gap and recommendations for future action.

The National Assembly for Wales was established in May 1999. It quickly created an Equality of Opportunity Committee. The EOC gained an advisory seat on the committee.

The National Minimum wage, introduced in April 1999, has begun to erode the gender pay gap according to some commentators.

From the launch of the Valuing Women campaign in October 1999 to date EOC Wales have worked jointly with the NAW, employers and trade unions. The objective has been to raise awareness of the pay gap and secure commitments to pay audits and pay restructures. This has been particularly successful in the public

sector. In addition, throughout this period equal pay advice has been given to individuals and a high media profile has been maintained. This includes two radio phone-ins. EOC Wales initiatives are listed in the following chronology.

Chronology of EOC Wales initiatives since October 1999

1999 – 2000

October 1999 Press launch of 'Valuing Women' campaign

October 1999 Presentation on pay to conference of local govt. HR managers

November 1999 Presentation to the Wales TUC Women's Conference on pay

December 1999 Presentation on pay to the National Assembly for Wales (NAW)

April 2000 Presentation on pay to DVLA HR team

May 2000 Presentation on pay to the Wales TUC Conference

May 2000 Publication of eight page equal pay supplement to Western Mail to mark 30th anniv. of EPA

June 2000 Presentation on pay to S Wales Personnel Forum

June 2000 Valuing Women Conference. 120 delegates from a wide range of employers and unions

Summer 2000 Work with WDA SME Business Advisors on a pay review tool

Autumn 2000 Workshops in Llandudno, Swansea, Newport on conducting pay systems reviews. 35 delegates representing 25 organisations.

Autumn 2000 Meetings with the employers and unions on pay audits including NAW, HSBC, Coleg

Gwent, MSF, and PCS.

Autumn 2000 Meeting with regional trade union leaders inc. UNISON, GMB, AEEU, Wales TUC.

2001

January Work with Patent Office on pay systems review

January Secured WDA commitment to pay review

January Secured additional funding for research on pay gap and commissioned Swansea University and NOP

February Equal Pay Task Force Report launched in Wales. Over 100 in attendance

February HTV Wales documentary on equal pay / Just Pay report

February Presentation of Just Pay to Higher Education Wales

March Agreement with NAW and Wales TUC to run a joint campaign on equal pay

March Progress on pay reviews with NAW, Patent Office and other higher education / public sector bodies

March Annual Equality Lecture at Swansea Univ. on equal pay

May Just Pay presented to NAW

May Inclusion of pay in equality standards for local govt. Also included in the Wales EQUAL implementation plan

May Discussion of equal pay strategy for higher education with NAW

May Secured commitment from WTUC for a trade union secondee

May Presentation on equal pay to PCS, DVLA Group

May Patent Office completes pay review using Just Pay model

June Naw prepares pay remit guidance to Assembly sponsored bodies including section on equal pay

August NAW prepares pay equality audit guidance for ASPBs

August 'Learning Country' NAW Document committing to pay reviews in Higher Education institutions

October Contract placed to develop of a pay review tool, guidance for small and microbusiness

Future Strategy

National Assembly

The approach to closing the pay gap in Wales has taken a different route to

elsewhere in one fundamental respect : the National Assembly is genuinely

committed to working with the EOC , employers and trade unions to achieve

change. This joint approach has resulted in a short term and longer term

strategy which has already begun to deliver. In the

short term, the Assembly

is determined to tackle the pay inequalities within its own staff pay structure

and beyond that to the Assembly sponsored bodies and funded bodies.

This year's pay remit guidance to sponsored bodies states:

"The Assembly has already stated our intent to take the lead on promoting equal pay through its own arrangements and those of its funded bodies. We are committed to meeting the recommendations of the Equal Pay Task Force whose report was presented to the Equal Opportunities Committee in February 2001. For this year's pay round all bodies will be expected to undertake a full equality audit in advance of formal pay negotiations, the terms of reference will be jointly agreed with the trade unions."

In addition, there is an extremely important option for sponsored bodies to bid for additional resources to help resolve pay inequalities. This is in stark contrast to the Treasury position. Pay remit guidance to the UK civil service did not mention equal pay at all, let alone offer additional resources.

The Assembly sponsored bodies have begun first-stage pay audits. The National Museums of Wales, for example, have discovered a 28% pay gap between men and women in terms of total pay.

It is likely that by the end of the year, as a result of the guidance, the Assembly and almost all of its sponsored bodies will have initiated pay restructures to tackle pay discrimination.

The joint working group now needs to keep up the momentum on equal pay with Wales. This should include an examination of other Assembly-funded areas. Early indications are that higher education is an area the Assembly is keen to target. Higher Education Wales, the consortium of higher education employers, has agreed to an equal pay review of the sector, with the EOC in the advisory role. At some point we should encourage the appropriate unions to support and participate in the project.

Other Assembly funded areas must be considered to assess the extent to which EOC Wales can influence pay negotiations, audits, etc. These include NHS Trusts and local government. We should have input to the Assembly's contract compliance proposals.

Civil Service

Civil service departments based in Wales will also be important targets in developing good practice on pay. By the end of the year the Patent Office and DVLA will have restructured pay to deal with inequalities. The Office of National Statistics and the Export Credit Guarantee Department are about to undertake equal pay audits.

Wales TUC

One method of gaining better access to the private sector will be through the WTUC. The WTUC are partners in the joint working group. They are committed to equal pay training programmes for union reps.

Courses are scheduled for January and February 2002. In addition we have secured a commitment from the WTUC to include equal pay as a module in the second stage ten day union rep. training. The WTUC has agreed to recommend equal pay reviews for the participants workplace projects. These are integral to the stage two course. The EOC has been asked to brief tutors.

We also need to gain commitment to the campaign from union regional secretaries with the objective of pushing equal pay to the top of the bargaining agenda. The prospects of a sustainable trade union equal pay campaign lie with the constituent unions. Achieving a sustainable campaign will require a high profile and effective liaison with key union officers.

Employers

Similarly, a high profile and effective liaison will be necessary to draw the employers into the campaign. They will need to be convinced of the business case and affordability aspects. Simple pay audit guidance for small and micro business etc is a priority and a project proposal is being prepared.

Swansea Research

The Swansea research offers us the opportunity to raise the profile of the campaign once more. The report indicates that in April 2000 women working full-time earned 87% of men's average hourly earnings. Part-time women earned 64% of men's average hourly earnings. The pay gap has closed slightly since 1998 but there is a long way to go. Pay discrimination, according to the research, accounts for about 10% of the difference in pay between women and men in Wales.

Publishing the research as the basis for a 'close the gap' campaign could be useful in attracting press interest. This will probably be more effective if we can offer the press recent cases in Wales. There should be a link between the campaign and the advice service to ensure best use is made of our successes. It would also improve the impact of the campaign press launch if it is linked to the Assembly pay settlement. A press briefing pack and press release needs to be prepared.

Sue Dye

Equal Pay Campaign Manager

October 2001

