





Local Government: Joint Council for  
Wales  
WAVE Local Government Case Study

Dr Alison Parken  
14<sup>th</sup> October 2015

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### Gender Pay Disparities

*'Pay disparity results from a combination of differences in the ways men and women are employed. These factors include employment segregation (by sector, occupation, workplace hierarchy, contract type (permanent/casual, full or part time or fixed hours), the undervaluing of 'women's work', access to training and routes to progression, the unequal division of labour between paid and unpaid work, labour market structuring on the assumption of gender roles regarding childcare and adult dependent care in the working age years, and pay discrimination' (Parken et.al 2009).*




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### Why this research and action



- Welsh Specific Equality Regulations 2011 - 'Equal Pay Duty' - structural labour market factors need to be addressed to close gender pay gaps
- Employers have some of the levers – must collect and analyse workforce and pay data
- WAVE Research – How to do the analysis, interpret, and act
- Develop GEPA method - all employers can replicate the analysis

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## Overview of the employment

- Commitment to equality, JE, spot salaries - no pay gaps within grades.
- 26% of all GR posts are full time, 74% part time
- 8535 women, 2590 men - women hold 76% of all posts
- But only 47% of all full time posts, and 93% of part time, 73% of casual posts
- FT work = 60% of men's employment, 17% of women's
- Men are more likely to be employed as casuals than part time workers
- PT = 65% of women's employment, 16% of men's
- Women hold 85% of all P and T Term Time only Contracts = 63% of women's part time contracts (EDLL).
- 11% of women had 2 or more part time/casual contracts

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## Contract distribution by gender

	Men	% of men's employment	Women	% of women's employment	Total
P FT	1554	60%	1383	16.2%	2937
T FT	77	3%	85	1%	162
P TT	17	0.7	134	1.6	151
T TT	13	0.5	26	0.3	39
P PT	173	6.7	1009	11.8	1182
T PT	34	1.3	147	1.7	181
P PT TT	78	3	2056	24	2134
T PT TT	92	3.6	1441	16.9	1533
P PT X	50	2	870	10.20	920
T PT X	4	0.14	17	0.2	21
Casual	498	19.3	1367	16.2	1865
Total	2590	100	8535	100	11,125

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## Length of time in part time job

- Women

	tenure	Co tenure	Post tenure
PPT	11.27	12.44	6.42
TPT	2.98	4.02	2.27
PPTX	12.58	13.03	7.94
TPTX	5.88	6.15	3.15
PTTT	10.32	11.52	5.50
TPTT	3.5	4.73	2.50
Casual	2.60	3.67	2.44

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### PT and FT and grading

- In GR1-3, 99% of women work on a part time or casual basis compared to 74% of men.
- Men hold 80% of all the full time jobs in GR 1-3
- As grades rise women are more likely to be employed full time – specialisms.
- GR8+ accounts for 54% of all women’s full time work, 38% of men’s.
- Higher graded work more likely to be FT and route to progression
- Over a quarter of men are contracted (all types) at Grade 8 and above (26%), in comparison to 12% of women.
- 198 women (GR8+) on P PT contracts (34 men)  
positive indicator but career progression or have to go back FT to advance?

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### Results, Employer Case Studies: Summary Findings (Parken *et.al.* 2015)



- Recruitment, collaboration agreements, relationship building, data collation and cleaning, analysis, interpretation, change
- All had undertaken Job Evaluation and Gender Pay audits – low or no hourly pay gaps
- Total stock of full time jobs – key and by gender composition  
Men over-represented in share of Permanent Full Time jobs
- Women’s dominance of public sector due to concentration in ‘women’s work’ in low banded, part time and more temporary contract types, fixed term, temp., casual
- Grades 1-3 - women part time in care, cleaning and catering, clerical, teaching assistants – progression?
- Men in grades 1-3 - full time in caretaking, maintenance, portering, landscaping

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### Results, Employer Case Studies cont’d



- Women more likely to hold 2+ jobs to build earnings
- Question: choice and PT hours restriction?
- Stuck. Routes out? Training?
- Men over-represented in senior grades
- Qualifications lever more necessary for women to attain FT work/progress
- FT work route to progression/higher grades
- Some high graded PT work - career progression?
- Analysis demonstrated the combined impact of men and women working in different jobs, different grades, contracts and working patterns as producing/sustaining gender pay gaps
- Acting on evidence

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**Shad** CONSULTANCY **Change Actions Underway – LG** 

Change Actions owned by a WAVE senior management team, and situated as workforce development and planning issue.

Communications- Commitment communicated to all staff through pay slip note.

- Horizontal Segregation
- Review JDs/recruitment images
- Job swapping/shadowing – throughout organization and not just at career start
- Working Patterns/ Contracts Segregation
- Remove FT/PT label
- PT in Bands 1 – 3 - consult Line Managers re progression/skills/train and impact of welfare transfers
- Consult staff in these grades re casual working/multiple contracts/progression/welfare
- Vertical segregation
- Suite of Flexible Working Practices including agile working, compressed hours, annualized hours, job share/talent pool, purchase of additional leave and career breaks.
- Unconscious bias training
- Returners Review - opportunities to progress in part time work at bottom and top of hierarchy
- Action plans to 2017



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 **WAVE II** 

- Scientific assessment of impact of change actions within current current collaborating employers and impact on pay gaps overall, continue to support their changes
- Scale: Train employers to produce employment and pay disparity results through GEPA
- Interpretation
- Support them to act on evidence
- UK Equal Pay Barometer
- Inform equality work in structural funds

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 **Sources of information** 

WAVE Employer Case Study Reports (Parken 2015)  
 Working Patterns in Wales: Gender, Occupations and Pay, Source: ONS, APS 2004-2010 (Parken, A., Pocher, E., and Davies, R., 2014)

- <http://www.cardiff.ac.uk/research/explore/research-units/women-adding-value-to-the-economy-wave>

Equal Pay Barometer

- <http://www.wavewales.co.uk/equal-pay-barometer/>

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