

Jane Hutt AC/AM
Y Dirprwy Weinidog a'r Prif Chwip
Deputy Minister and Chief Whip



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: JH-/05201/19

Janet Finch-Saunders AM
Assembly Member for Aberconwy
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Dear Janet,

23 April 2019

Thank you for your letter of 3 April requesting an update regarding the petition concerning gender pay gap reporting (P-05-836).

The First Minister and I have made it clear that we place a very high priority on advancing and safeguarding equality and human rights in Wales. This is driving a range of work in relation to many aspects of equality, including gender, disability and race. In particular, the First Minister has confirmed that part one of the Equality Act 2010 (the socio-economic duty) will be commenced in Wales this year. Phase 2 of the Gender Equality Review will be completed this summer and provide a roadmap for embedding feminist principles across Welsh Government policies and programmes.

In my previous letter, I explained that any changes to gender pay gap reporting would be made in the context of strengthening the Public Sector Equality Duty (PSED) regulations generally. However, I am pleased that progress has been made over recent months with regards to taking forward work to improve transparency, availability and accessibility in the equality data that is published by Welsh public bodies. Our intention is to develop a holistic approach which reflects the breadth of the PSED, which will certainly include data on gender pay gaps but will not be limited to this aspect. This is why we have not adopted the UK Government's gender pay portal approach.

Last year, we accepted a recommendation made by the Equalities, Local Government and Communities committee to "publish employment data required by the Welsh public sector equality duties to a single location on the Welsh Government's website, in a format that allows the data to be analysed easily".

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Ministers have been clear that they expect the Welsh Government to be an exemplar employer and look to Welsh Public Bodies to follow suit. Transparency with regard to equality data will be key to establishing and maintaining public confidence in this regard.

Welsh Government has for the first time prepared open data spreadsheets presenting its own PSED data to accompany its Employer's Equality Report 2017-18. These are now available on the Welsh Government website at the following link: <https://gov.wales/welsh-government-employer-equality-reports>.


Given that public sector employers have the responsibility for complying with the PSED, our aim is to work with listed bodies over the coming months to ensure that their PSED data for the 2017-18 financial year will also be available in open data format. It will then be made available from a single location, to be hosted on the Welsh Government website, by late summer.

As a secondary phase to this project, we will liaise with public bodies to discuss how the PSED data which is published could be harmonised in the longer term. Our aim is to consult and agree on a consistent dataset to be published by each of the Welsh public bodies for subsequent publications. Making all public body data available in a single online location and in an open data format will simplify the user experience.

As outlined previously, we are also considering strengthening the Welsh PSED requirements and the reporting arrangements. Initial work on this began earlier this year and is being taken forward alongside a number of other considerations including enactment of the socio-economic duty and legislative provision relating to relevant international treaties. This approach has been taken to ensure the changes are effective, appropriate and complement existing legislation.

This work will be informed by both the Gender Equality Review and the EHRC who undertook monitoring of the PSED across the Welsh public sector in 2018.

Best wishes,



Jane Hutt AC/AM

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