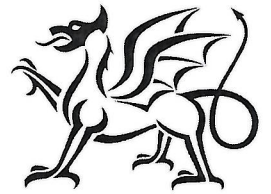


Jane Hutt AC/AM
Y Dirprwy Weinidog a'r Prif Chwip
Deputy Minister and Chief Whip



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: JJ/01096/18

David John Rowlands AM
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16 January 2019

Dear David,

Thank you for your letter of 29 November requesting an update regarding the petition concerning gender pay gap reporting (P-05-836) to the Leader of the House.

I have made a clear and public commitment to publish gender pay gap data in a more open, user-friendly and accessible format. 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 and work has begun to determine how best to take this forward.

We will be working with the EHRC to consider the results of their monitoring exercise which has been undertaken over recent months with public bodies in Wales, as outlined previously. The outcomes of this exercise should be known in the new year. This will inform our work around the most appropriate ways to strengthen the PSED in Wales, including the gender pay gap reporting arrangements.

As detailed previously, we are already adopting the 'open data' approach through our work on public sector employment data and are working to expand it to cover the PSED information. A timescale for this project will be established in the new year based on the outcomes of the EHRC monitoring exercise.

It is clear from the ongoing work of the Gender Equality Review and discussions with stakeholders that strengthening gender pay gap reporting is a part of a much wider call to safeguard and enhance equality and human rights in Wales, particularly in the context of the UK's impending exit from the EU.

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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.

In light of this, I have asked my officials to commission research to assist our consideration of these issues. This will help us assess the benefits of a variety of possible actions, including strengthening existing regulation, enactment of the socio-economic duty and legislative provision relating to relevant international treaties.

This work will be linked closely to Phase 2 of the Gender Equality Review. To move it forward, we will be convening a seminar early in the new year, to engage with key stakeholders and scope the work that will be needed in more detail.

The work on reviewing and strengthening the Welsh PSED and the reporting arrangements will also be considered as a part of this research to ensure that the changes we make are effective, appropriate and complement existing legislation.

The aim of the Gender Equality Review is to ensure the Welsh Government is a feminist government which truly puts gender at the centre of our policies, ensuring no-one is left behind and everyone has the opportunity to be the best they can be. Gender pay gap reporting is an area which the Review is looking at, where change is needed and where we can make changes. It remains a priority and is an area in which I expect rapid progress to be made.

In the face of unprecedented change we must and will be proactive, ambitious, forward thinking and continue to do whatever is within our powers to ensure that Wales remains a modern, inclusive place to live and work. The work we are doing to tackle gender inequality, including the gender pay gap, is an important step in making this happen.

*Yours ever,
Jane*

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