



Llywodraeth Cymru
Welsh Government

Our ref: ATISN 11489

Date: 18 September 2017

Dear ,

Request for Information – ATISN reference 11489

Thank you for your request which was received by the Welsh Government on 19 August 2017. In respect of Gender Equality in the Public Sector, you asked the following:

- 1) Please provide both the mean and the median hourly earnings (excluding overtime) for full time male employees and full time female employees for each pay grade, and the associated numbers of full time male and female staff for each pay grade.
- 2) Please provide the mean and median hourly earnings (excluding overtime) for part time male employees and part time female employees for each pay grade, and the associated numbers of full time male and female staff for each pay grade.
- 3) If there are significant differences in either the number of male or female employees, full time and part time, at any one pay grade, or there are significant differences in the pay of male and female employees at any particular pay grade, please can you provide an explanation of the reasons for these differences, to help me interpret the data.

The Welsh Government does not hold hourly earning rates in the format you have requested. Employee numbers by gender, grade and working pattern is published in the Welsh Government's Employer Equality Report. The report is produced annually gives an overview of the diversity mix of the workforce. It also details the work undertaken to advance equality and diversity by cultivating and maintaining an inclusive workplace. A copy of the report is available via the following link:
<http://gov.wales/about/civilservice/how-we-work/facts-figures/our-role-as-an-employer/welshgovernmentemployerequality/Welsh-Government-Employers-Equality-Report-2015-16/?lang=en>

An overview of the Welsh Government's approach to pay can also be found within a pay policy statement. This is available via the following link:
<http://gov.wales/about/civilservice/how-we-work/facts-figures/ourfinance/PayPolicyStatement/?lang=en>



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If you are dissatisfied with the Welsh Government's handling of your request, you can ask for an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Welsh Government's Freedom of Information Officer at:

Information Rights Unit,
Welsh Government,
Cathays Park,
Cardiff,
CF10 3NQ

or

Email: FreedomOfInformationOfficer@wales.gsi.gov.uk

Please remember to quote the ATISN reference number above.

You also have the right to complain to the Information Commissioner. The Information Commissioner can be contacted at:

Information Commissioner's Office,
Wycliffe House,
Water Lane,
Wilmslow,
Cheshire,
SK9 5AF.

However, please note that the Commissioner will not normally investigate a complaint until it has been through our own internal review process.

Yours sincerely