

A FAIRER AND JUST SCOTLAND



Policy 3:

Employers should increase efforts to close the gender pay gap by improving equal opportunity policies; carrying out investigations into equal pay; having flexible working policies; and ensuring equal pay for equal work.

Endorsed by:



Close the Gap

What's this all about?

Young people told us they're surprised to know the gender pay gap still exists in Scotland. They suggested tackling this injustice would come through better education and understanding of gender equality, as well as by implementing direct interventions within the workplace.

"The glass ceiling must be broken."

– Young woman aged 14-17, Inverclyde

"This still shouldn't be an issue today, but we are still having to talk about it and fix it."

– Young woman aged 14-17, Scottish Borders

What are young people in Scotland calling for?

- Policies and frameworks that aim to end gender inequality in the workplace must be reviewed, updated and followed up to ensure effective action is taken to protect workers

across Scotland. More employers should report on the steps they are taking to reduce gender inequality.

“Women and men both have a very significant difference in pay, for doing the same work? I don’t understand how women are any less superior in the workplace.”

– Young man aged 12-13, Dundee

- Young people call for improved education and awareness of their rights in relation to employment, pay, and the economy, and how to take action if those rights are breached.

“Educating the public to show them that these issues do exist in the first place is a great start, as many still believe the pay gap is a myth, and can be explained away by what they don’t realise at even more examples of the patriarchy.”

– Young woman aged 22-26, Aberdeen

- The Scottish Government, as an employer and decision maker, must demonstrate from the top-down, what it looks like to dismantle pay inequality in an intersectional manner and ensure equal opportunity for all people at work.

“There is no reason that in a society in which all genders cooperate equally, that different genders should not be paid equally. And yet, as it stands that is the case.”

– Young person aged 14-17, Edinburgh

Evidence and Support

- [Most recent confirmed figures](#) showed that the national gender pay gap based on mean hourly pay was 6.4%, this rises to 22.4% when comparing men’s full-time pay to women’s part-time salary.
- The gender pay gap is a key driver of women’s poverty and economic inequality. ([Close the Gap](#))
- Gender pay gap reporting regulations were introduced in 2017. Since then, there has been no change in the gender pay gap among employers covered by the regulations. ([Close the Gap](#))

What has SYP done?

Previous [SYP Consultations](#) include [SYP’s response to the Scottish Government’s Becoming a Fair Work Nation Consultation \(2021\)](#). The [SYP Policy Log](#) includes policies on closing the gender pay gap; and several other measures relating to pay and the workplace.