

#ICTUwomen17

The Irish Human Rights and Equality Commission  
(Gender Pay Gap Information) Bill 2017

# What will the bill do?

- It will apply to employers with 50+ staff
- Employers will be obliged to publish:
  - 1) the difference between the mean hourly rate of pay of male employees and that of female employees
  - 2) the difference between the median hourly rate of pay of male employees and that of female employees

# What will the bill do?

- 3) the difference between the mean bonus pay paid to male employees and that paid to female employees
- 4) the difference between the median bonus pay paid to male employees and that paid to female employees
- 5) the proportions of male and female employees who were paid bonus pay
- 6) the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

# Status of Legislation

- Passed 2<sup>nd</sup> stage in Seanad Éireann
- Due to go to committee stage when Oireachtas returns where amendments will be considered
- Currently enjoys all party support

**but**

*“my concern that we should not enact legislation in this area without having full consultations first with interested stakeholders, in particular employers and trade unions.”*

# What is the employer view?

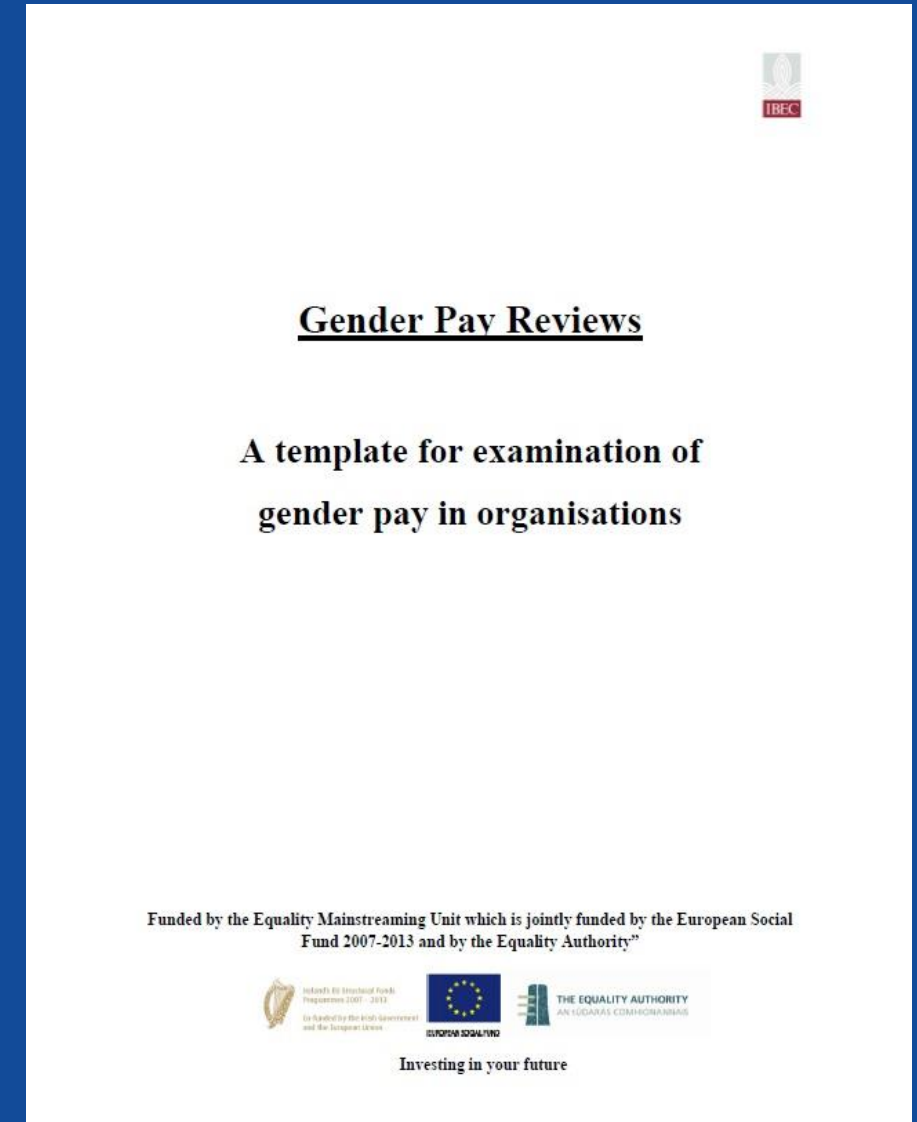
*“I wish to reaffirm Ibec’s submission that the proposed transparency measure of published wage surveys (as proposed in this Bill) is not a useful mechanism for tackling gender pay gaps”*

# The Objections

- Measure is overly simplistic
- Fails to take account of complex causes of GPG
- Significant administrative burden on employers
- May result in reported gap where justifiable reasons are at play rather than discriminatory behaviour
- Debate needs to focus on 'real issues, real change'
- Punitive measures

# The IBEC Alternative

- 1) Dialogue between union and employer stakeholders
- 2) Development of practical resources to increase understanding of the causes of GDP
- 3) Development of practical tools to assist employers calculate the GDP



# Can we compromise?

- Celebrating good practice
- GPG reporting to include explanatory narrative
- Reporting cycle – 1, 2 or 3 years?
- What types of pay are included?
- Supports from Government to collate data
- **To publish or not to publish?**