

# GENDER PAY GAP

Overall Labour Market Structure.

- Lots of commentary recently regarding this subject
- BBC /RTE etc.
- RTE thought the best way gender inequality is appoint a man to do it!
- Gender Pay Gap is a complex deeply embedded problem.
- It will take time and huge commitment and effort to resolve it.
- Labour Market structure demonstrates gender stereotyping linked to Low Pay.

# Gender based Overall Principal Economic Status in Labour Market (ROI) (Q1 2017)

Principal Economic Status	Male	Female
At Work	1,084,400	906,300
Unemployed	124,200	64,800
Student	209,300	208,500
Home Duties	9,900	421,700
Retired	272,100	195,500
Others	96,100	73,400

Sector Employment numbers	Male	Female	F/time	P/T	Av. Weekly earnings
Agriculture	94,500	13,200	88,900	18,700	
Industry	192,100	71,700	364,100	42,000	€895.16
Construction	133,500	8,900	123,600	18,900	€735.07
Wholesale/Retail	140,700	136,800	195,700	80,000	€546.20
Transport/Stor	77,600	17,600	80,000	13,900	€762.47
Accom/Food	66,700	85,500	89,500	62,700	€326.90
Inform/Comm	67,300	25,500	85,000	25,500	€1094.84
Fin/Insurance	48,300	52,000	89,700	10,600	€1162.16

Sector Employment numbers	Male	Female	F/time	P/T	Av. Weekly earnings
Prof/Tech/Scienc	67,100	49,400	98,000	18,000	€885.05
Admin/Support	38,400	33,800	48,600	23,600	€551.00
Pub/Admin/ Security Forces	48,700	52,000	89,000	11,200	€916.00
Education	41,000	117,000	122,500	35,600	€802.00
Health/Care/Soci	47,400	208,800	178,600	77,600	€690,00

# Gender breakdown /occupational groups across Sectors

Occupational Group	Male	Female
Managers/Director	113,100	59,600
Professionals	164,100	206,400
Technical	139,800	98,600
Admin/Secretarial	48,000	163,100
Skilled Trades	293,700	33,100
Caring/Leisure	25,600	145,700
Sales /Cust/Service	58,600	106,500
Process/Plant OP	131,200	21,700
Elementary	124,500	93,400

# Usual Hours Worked (Q1 2017)

Hours	Male	Female
1-9	9,100	27,500
10-19	39,700	94,800
20-29	65,300	185,600
30-34	27,700	78,300
35-39	296,900	288,200
40-44	358,400	170,800
45 +	194,400	41,000

### 3.14 Ireland: Civil Service general service grades, 2013

Grade	number			% of grade	
	Men	Women	Total	Men	Women
Secretary General	15	2	17	88.2	11.8
Deputy & Assistant Secretary	126	32	158	79.7	20.3
Principal Officer	444	220	664	66.9	33.1
Assistant Principal	1,075	798	1,873	57.4	42.6
Administrative Officer	96	123	219	43.8	56.2
Higher Executive Officer	1,484	1,686	3,170	46.8	53.2
Executive Officer	1,674	3,338	5,012	33.4	66.6
Staff Officer	338	1,239	1,577	21.4	78.6
Clerical Officer	2,457	8,383	10,840	22.7	77.3
Services Officer	426	61	487	87.5	12.5
Services Attendant	124	12	136	91.2	8.8
<b>Total</b>	<b>8,259</b>	<b>15,894</b>	<b>24,153</b>	<b>34.2</b>	<b>65.8</b>

Source: Department of Finance

# Northern Ireland Labour Market.

## Key facts: September 2016

Number of Males in employment : 438,000

Number of Females in employment : 404,000

Women account for 51% of all employees and 27% of self employed

6% of women in employment work at or from home

40% of female employees work part-time (12% male)

79% of part-time employees are women (up 19% since 2006)

73% of female part-time employees reported they did not want fulltime job

# Northern Ireland Labour Market

## Numbers by Sectors /Occupation

**51% of female employees are employed in Public Administration, Education and Health Service Sectors.**

**9% of female employees work in Manufacturing**

**16% of female employees work in Hotels/Restaurants**

**14% of female employees work in Banking/Finance services**

**22% of female employees work in professional occupations (18% Male)**

**20% of female employees work in administration secretarial occupations (6% Male).**

# Northern Ireland Labour Market

- Median Gross weekly wage for fulltime females £475.1 (Apr 2016)
- Median Gross weekly wage for fulltime males £505.9 (Apr 2016)
- Median Gross weekly wage for fulltime females in Public Sector £593.7
- Median Gross weekly wage for fulltime females in Priv. Sector £365.0

# Low Pay

- **Low Pay Commission Report on Preponderance of Women on Low Pay Oct. 2016**
- **Findings: Of those earning NMW close to twice as many women as men**
- **Between 1/3 and 1/2 of this imbalance is based on caring responsibilities, hours worked, and the sectors in which women are employed.**
- **CSO data demonstrated differing reasons for taking up part-time work**
- **52% of women related to caring responsibilities**
- **42% men indicated inability to source fulltime work.**

# Public Policy

- **Northern Ireland:**
- **NI Assembly: of 108 elected (30%) 27 were women**
- **2 NI MEPS are female**
- **22% of NI MPS are female**
- **38% of appointments to Public Body Boards are women.**
- **ROI**
- **35 (22%) women elected to Dail and 19 (32%) Seanad**
- **7 of 34 Ministers in Government are women**
- **Gender Quota provided for in legislation 30% to rise to 40% seven years after next general election.**

# Context

**We should not underestimate the challenge addressing the Gender Pay Gap. Gender grade stereotyping has been deeply embedded in the Labour Market structure for centuries.**

**1919 when ILO was founded there were strong pressures from Businesses, Politicians and Trade Unionists to revert to pre-war arrangements 'send women back to the home'**

**Women were often scapegoated as the cause of male unemployment DeValera was strongly opposed to women's factory employment. (Conditions of employment Act 1936 48 hour weeks etc.)**

**In early 1960's Ireland argued that Sick Pay available to all insured workers constituted paid maternity leave and reserved their position on Marriage Bar. A survey by ESRI in 1968 showed that 79% of men believed that single men should have a higher basic wage than single women. (Male Trade Unionists?)**

**Equal pay which did not take effect until 1975. (Anti Discrimination Pay Act)**

- The story post 1970's is progressive but frustrating
- The number of women at work rose by over 40% between 1971 and 1992
- Key Equality Legislation was introduced Employment Equality Act 1977
- Commission on Status of Women.
- ICTU Women's Committee at the time played a very key role in this era in difficult circumstances. The difficulty of their task and the work they undertook should never be underestimated.

# Gender Stereotypes

- Gender Stereotyping are ingrained in us from the day we are born
- From the toys given to children, humans are routinely treated differently depending on their sex.
- Studies have shown that children as young as 5 have a myriad of assumptions about what is socially typical behaviour of their sex.
- Stereotyping tends to reinforce society's status quo.
- Our Education system reinforces it.
- Those who try to change the status quo are often penalised.
- In male dominated workplaces ,no surprise that we have evidence of strong 'grade stereotypes'
- *"Shedding these prejudices is one of our greatest challenges"* (Saini bbc)

# What are the answers?

- While it will take generations to root out structural sexism there are tools to help change the system faster.
- Many of these solutions have been debated over past decades, most of which have validity, some of which include:
- Accessible and well funded Childcare provision, would be a major positive contribution to lost skills in Lab. Market. Take care not to build another edifice to discrimination by not dealing with low wages in the sector.
- Amending or deleting the current Constitutional Provision on women in the home.
- Developing Mandatory Company Transparency/Reporting Models as in UK
- Positive discrimination/Quotas, 'Minister for Women' ???
- Forcing equality reviews in the workplace through collective bargaining

# Conclusion

- The real impact will occur when more and more women become decision makers at all levels in society.
- We should never lose sight of our goal, best described by President Michael D. Higgins:
- *‘all human beings, irrespective of race, creed or sex, have a right to pursue their material well-being and their spiritual development in conditions of freedom and dignity, or economic security and equal opportunity’*