

MIND THE GAP

Journalist Thematic Network meeting

Dr Kara McGann

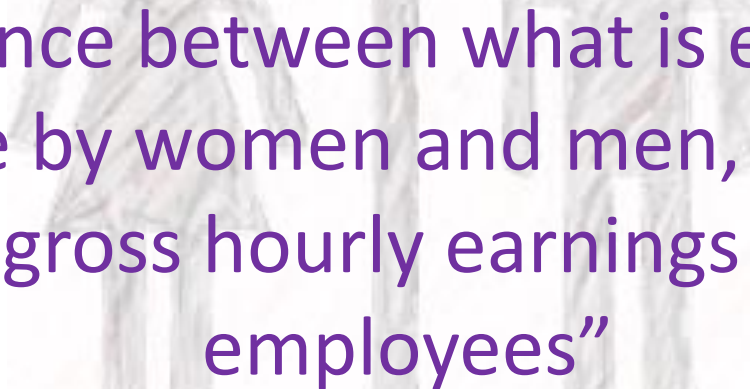
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Gender Pay Gap - Ireland



Gender Pay Gap - Ireland



“difference between what is earned on average by women and men, based on average gross hourly earnings of all paid employees”

What can we conclude?

Does not indicate

Discrimination

Bias

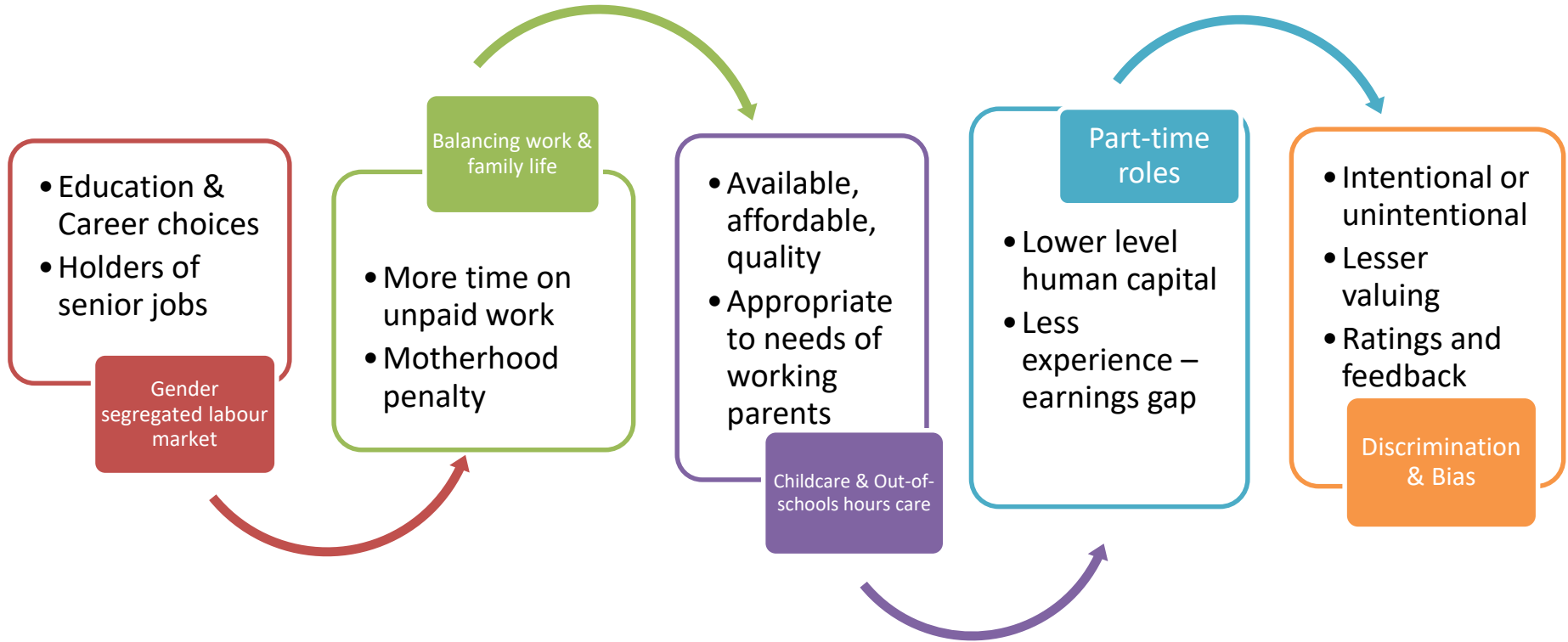
Does indicate

Gender representation gap

Why don't we have more women in senior positions?

Why do caring responsibilities still typically fall to women?

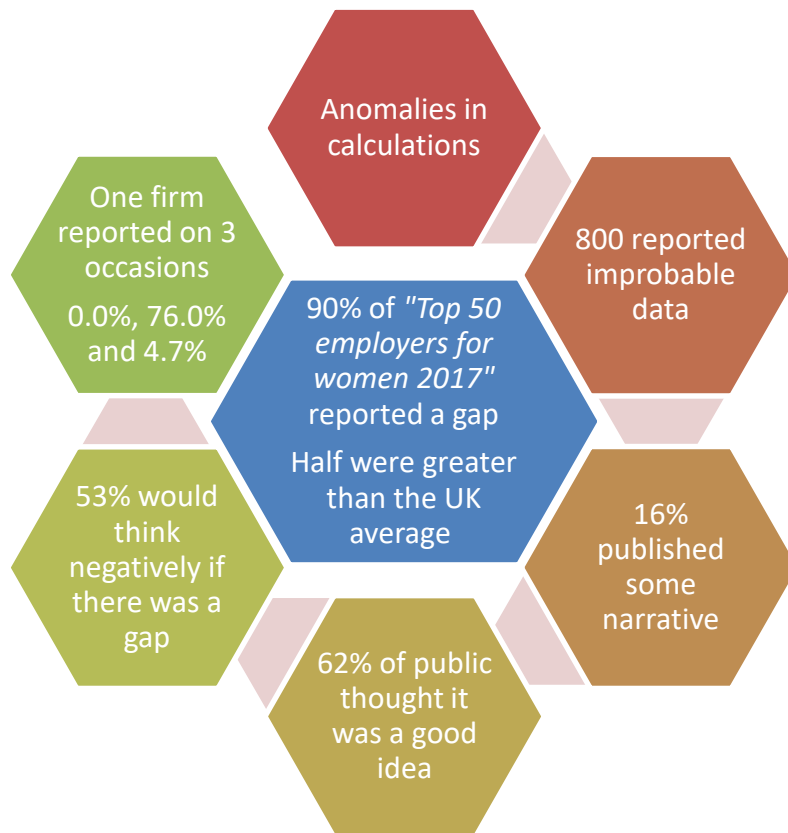
Gender Pay Gap - Causes



Proposed Gender Pay Gap Information Bill 2019

- Reporting of gap for companies of 250+ employees
- Hourly remuneration
 - Median and mean pay gap figures
 - Median and mean bonus pay gap
 - Proportion of men and women receiving a bonus
 - Proportion of men and women in each quartile or occupational categories
 - Temporary, part-time
 - Benefits In Kind

Lessons from the UK – 1st report



In preparation

- Run the numbers
 - Numbers recruited, promoted, length of service, attrition
- Prepare the narrative
 - Market & organisational context
 - Actions
- Communications strategy
 - Key messages; key audiences; channels of communication and sequencing of communications

In sum

- **Gender pay gap reporting alone will not address gender balance however measurement and reporting are key drivers of change**
- **A whole of society approach is required if we are to address the causes of the gender pay gap and achieve gender parity.**



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