

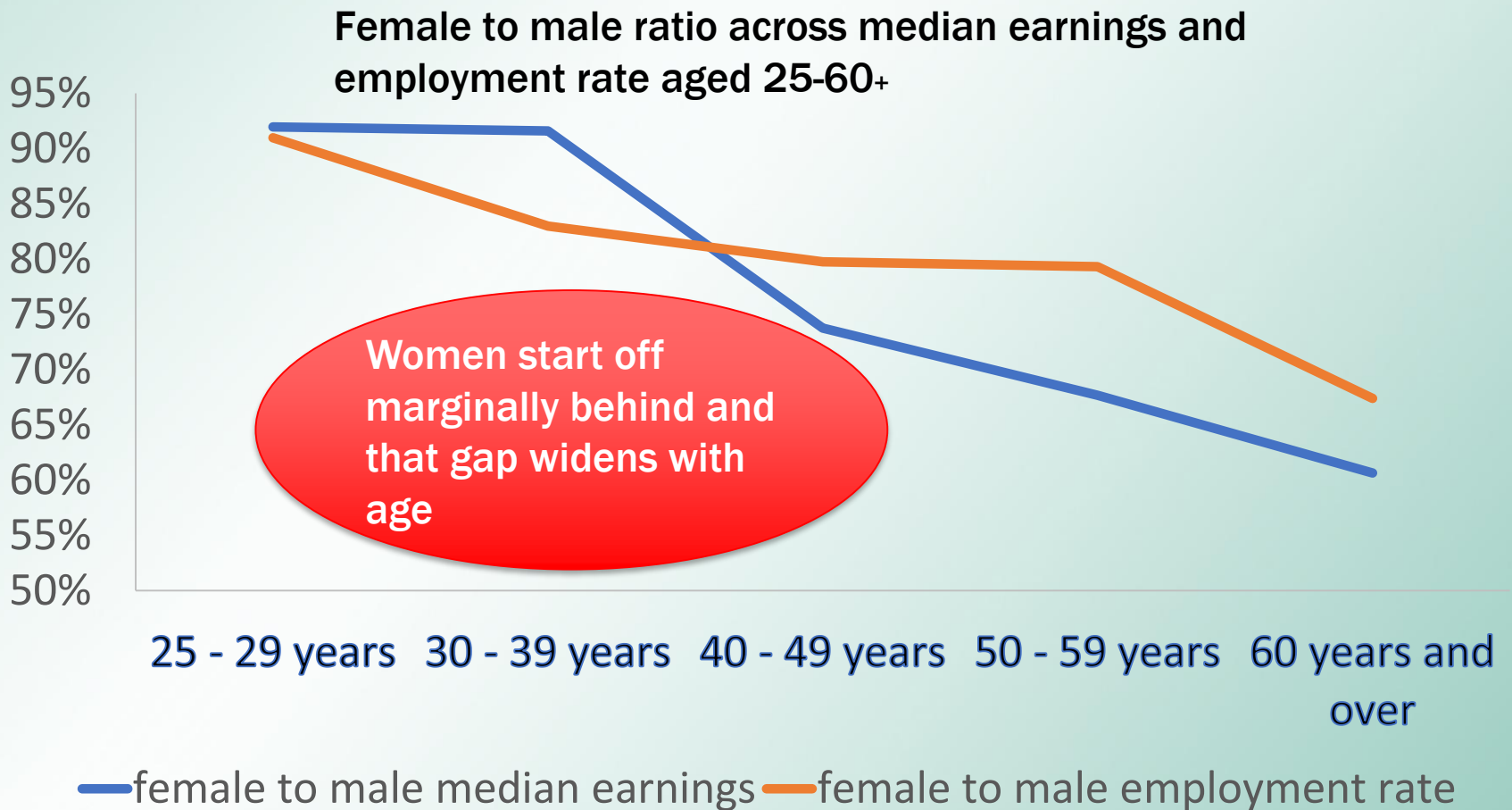


Services Industrial Professional & Technical Union

Taking aim at the right target.
Tackling the gender pay gap in Ireland.

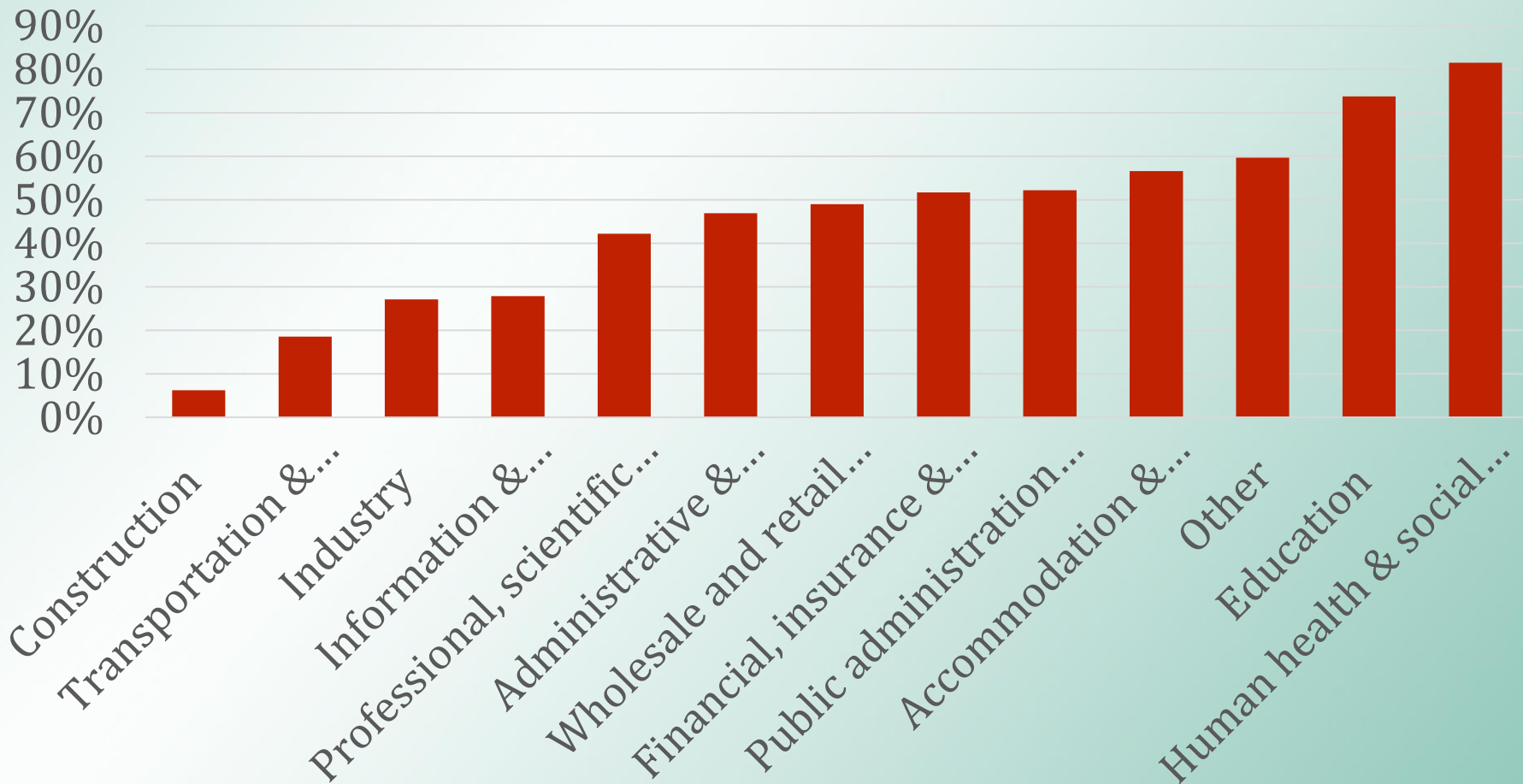
Marie Sherlock
Head of Equality & Policy, SIPTU

“Motherhood penalty” does not explain all....

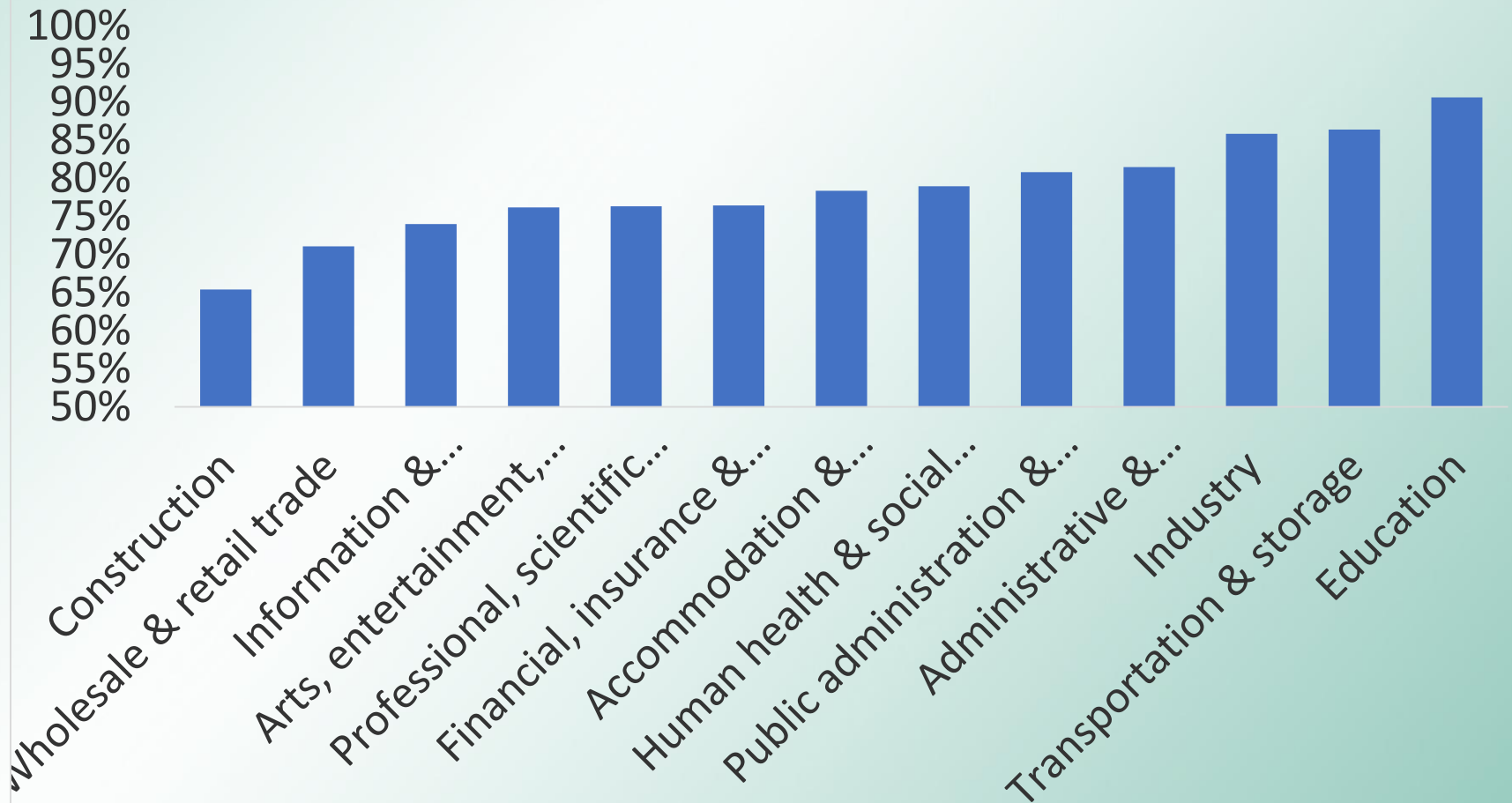


....Neither does occupational segregation

Female share of employment per sector 2017

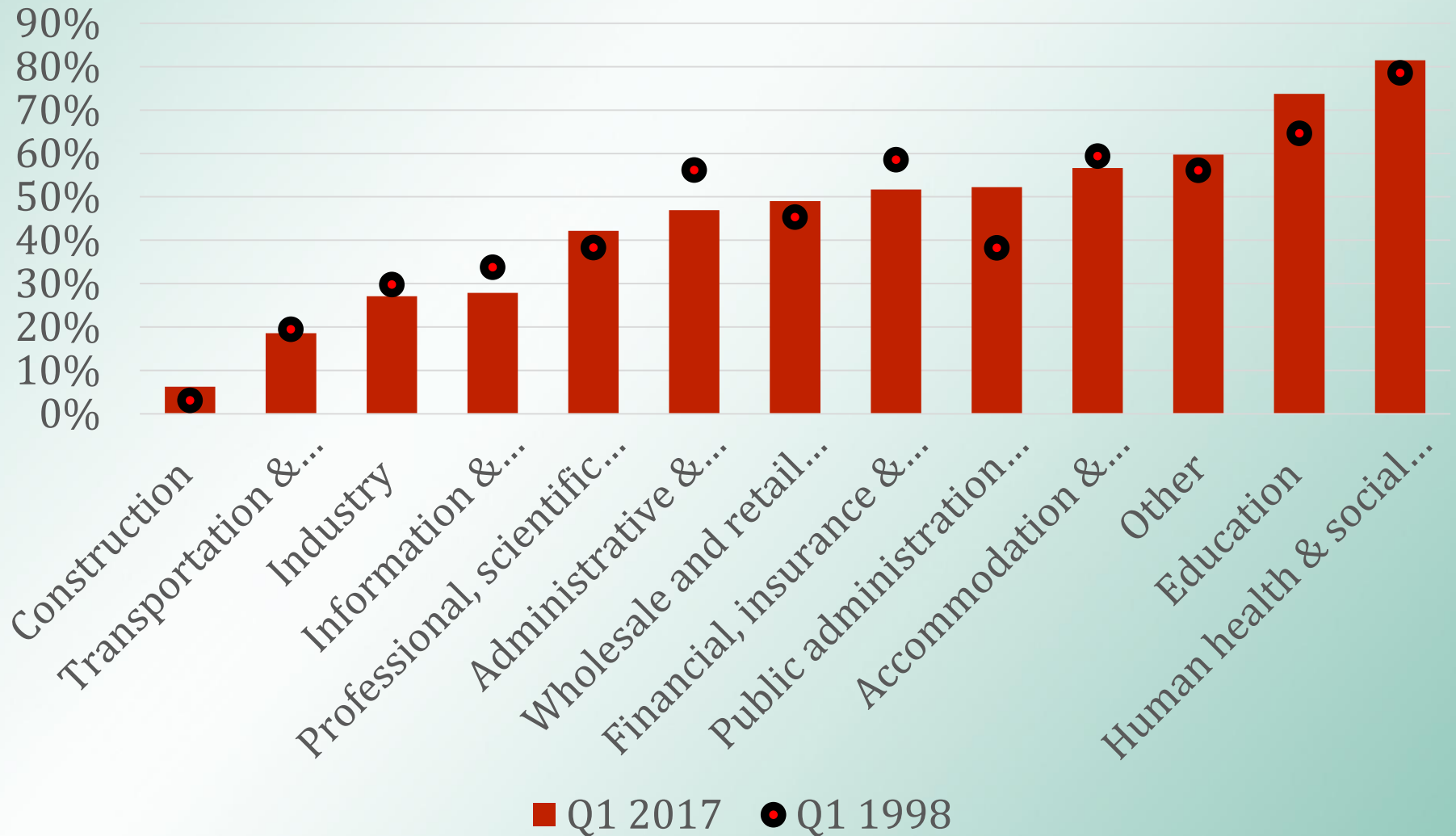


Ratio of female to male weekly wages, 2014



No “quiet revolution” here

Female share of employment per sector 1998 vs 2017



■ Q1 2017 ● Q1 1998

Determining the appropriate response...no magic bullet

- Somewhere between 20% and 40% of the gap remains unexplained.
- Blau and Kahn (2006) find a wage differential of 20.3%, whereas Weichselbaumer and Winter-Ebmer (2005) in a meta analysis of gender pay gap studies find an average unexplained variable of around 20%.

It can't be just about women...

- **No research evidence that gender specific action is sufficient**
- **Targeting the causes of wage dispersion within organisations also has to be part of the answer.**
- **Countries with higher levels of unionisation and more centralized or co-ordinated bargaining tend to have the lowest wage dispersion (Blau and Kahn, 1992, 1996, 2003, Boeri, Brugiavini and Calmfors, 2001) and those with the lowest wage dispersion (between the lowest and the highest earners) tend to have less of an earnings gap between men and women in the labour force.**

Workplace change

Education and
Skills

Whole of
Government
Approach

Parental Supports

Workplace change.

Step 1: strengthen access for the lowest paid to coordinated wage bargaining for the betterment of terms and conditions

- Following enactment of Industrial Relations (Amendment) Act 2012, government listed six, typically low paid, sectors that were appropriate for establishment of a Joint Labour Committee so that employment regulation orders could be negotiated for the sector.
- The six sectors were Contract Cleaning, Security, Hotels, Contract Catering, Retail Grocery and Hairdressing.

Step 2: sustained annual increases in the national minimum wage

- **Over 10% of all employees earned the NMW or less in 2016, with females accounting for over 54% of these workers.**
- **Females account for an even greater share of employments paying just above the minimum wage in sectors such as the caring and leisure sectors, the secretarial and administrative sectors and sales and customer services.**

Step 3: The Gender Pay Gap Information Bill

Positives	More to do
All employers “types” to be included	<ul style="list-style-type: none">• Minimum threshold of 50 employees is too high- captures 1.4% of all firms and 57% of all employees.• Concern about partnerships and classification of those holding directorships <p>ICTU/SIPTU call: reduce threshold to 20 and capture 70% of all employees</p>
7 principal grounds for comparison- hourly pay, bonus pay, % share paid bonus pay, % share paid benefit in kind, part time workers, temporary workers, quartile pay bands or occupational classification	<ul style="list-style-type: none">• No consideration of part time “trap”- comparison confined to part time females vs part time male workers only. <p>ICTU/SIPTU call: insert comparison of male & female full time employee vs part time employees males and females</p>
Explanatory statement	

Workplace change

- Strengthen Collective bargaining provisions and ensure greater compliance.
- Mandatory gender pay reporting by companies.
- Continued increase of the National Minimum Wage
- Commission study on implications of "flexibility by default" in labour market contracts

Education and Skills

- Apprenticeship opportunities for older workers re-entering the workforce.
- Recognition of prior learning and acquired experience.

Whole of Government Approach

- Gender proof fiscal and social policy.
- Gender targets for senior level of government.

Parental Supports

- Enhanced childcare supports & gender neutral parental policies



Organising for Fairness at Work
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