Ius Laboris Ireland Global HR Lawyers
Lewis Silkin

Gender Pay Gap

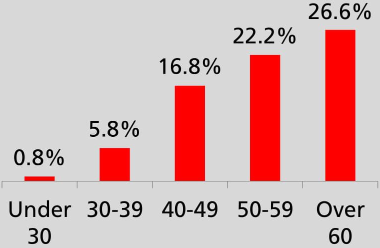
Reporting

Gender pay gap reporting laws are coming soon to Ireland.
Why does the Irish Government think they are necessary?

The gender pay gap in Ireland is going in the wrong direction.

According to the most recent statistics, the Irish gender pay gap has risen to 14%.

The gender pay gap for women in Ireland increases as they get older.



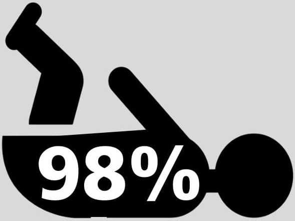
Women in Ireland are underrepresented in the workplace and particularly in positions of seniority.

Just

16%

of new CEO jobs in
Ireland went to women.

(Source: thejournal.ie)



98%

of those looking after
the home and/or family
are women.

(Source: 2016 census)

Women in Ireland work less

Only **57% of women** in Ireland do any form of paid work, one of the lowest rates in the EU. In Iceland, that figure is **90%**.

High paying sectors dominated by men

Tech and **manufacturing** remain male dominated professions, whilst lower paying sectors such as **social care** and **education** remain female dominated.

The motherhood penalty is real

3 out of 10 women experienced unfavourable treatment during pregnancy, including loss of pay and denial of promotion.

49th

Ireland's international ranking for **economic participation and opportunity for women**, according to the World Economic Forum (despite being ranked top for educational attainment between the sexes).

Who will report? What will they report?

In the current proposals, there will be reducing thresholds of employee numbers for the reporting obligations to apply.

250 employees → **150** employees → **50** employees

Initially

After 2 years

After 3 years

Employers will have to report various gaps.

Hourly pay

Bonus and benefit in kind pay

Part time pay

The new laws will be heavily based on the UK Regulations
What have we learnt from the UK experience?

1 Collate your data

You will probably need to **combine information from multiple systems**, including your HR software and payroll.

Make sure know where it can all be

found and who is responsible for it.

2 Check your data

Identify "**relevant employees**". Think about anyone with non-typical working arrangements such as NEDs, zero hours contracts, freelancers, etc.

Decide which of your **pay elements** are "pay" and "bonus", and whether to pro-rate for any bonuses. LTIPs and share schemes can be difficult.

Identify who is a "**full pay**" employee. Remember that if just a fraction of a day in the pay period is paid at less that the usual rate, they will not be a full pay employee.

3 Run the figures

Calculate your reportable statistics. Assuming your data is in good shape, the maths is relatively simple.

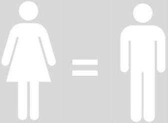
4 Additional analysis to identify the causes

Unless all of your gender pay gap figures are perfect, you will need to do additional analysis. It's a good idea to **rerun your figures broken down by job title, department, geographical region and/or length of service**. This can help you identify underrepresentation.

5 Think about equal pay

If you pay staff according to a grading system, you can carry out a quick check for equal pay issues without resorting to a full job evaluation or equal pay audit.

Run your gender pay figures broken down by grade. Because you would expect people on the same grade to be paid similarly, you should take a closer look at any grade with more than a 5% pay gap.



6 Create an action plan

If your figures are bad, you will need to say what you are going to do about them.

7 Draft your report

The report is your opportunity to **control the message** that your staff and customers will hear. It needs to explain why your figures are what they are and

8 Consider your comms strategy

Will you need to hold a **town hall meeting**? Will you **pre-announce** your pay gaps to your staff ahead of publication? Will you draft a **press release**? Who will be responsible for any **media enquiries**?

For help on gender pay gap reporting

CONTACT US

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