

# Citizens' Assembly

## Gender pay gap and gender segregation

November 14



This paper summarises the suggestions made in the videos circulated in advance of the meeting (see members' page at [www.citizensassembly.ie/!K0ZYF9](http://www.citizensassembly.ie/!K0ZYF9)) as well as submissions received during the Public Consultation process (see all submissions at [www.citizensassembly.ie/!GNZAU1](http://www.citizensassembly.ie/!GNZAU1)).

It also includes recommendations from three people who you will hear from on the day. Their names are highlighted with a '\*'. Finally, it includes recommendations from a recent policy brief from the European Institute of Gender Equality (EIGE).

**This paper is intended as a reminder of what you have read and seen in the material circulated in advance of the meeting. You may want to refer to some of the ideas in it during the breakout group discussion but it is not intended, nor would it be possible, for you to discuss every suggestion in this paper in the breakout group.**

<b>Pay and working conditions</b>	
Increase the National Minimum Wage (€10.10 in 2020) – for example by aligning it with the estimated Living Wage (€12.30) and/or supporting forthcoming European Commission proposals for a fair minimum wage.	Damian Grimshaw, Helen Russell, NWCI, ICTU, <a href="#">EIGE</a> , Submissions
Targeted measures to combat undervaluation of women’s work – e.g. provide bonuses, standardise and formalise occupational duties, set wage floors in low-paid sectors which are dominated by women such as contract cleaning, healthcare, retail and hospitality.	Damian Grimshaw, Avril Hannifin*, Healthcare Assistants, Submissions
Encourage collective bargaining to improve wages in low-paid sectors. Legislate to guarantee collective bargaining rights for workers. Ensure collective bargaining includes women and that agreements are gender proofed.	Damian Grimshaw, NWCI, ICTU, Submissions
Reduce overall wage inequality.	Helen Russell
Regularise legal position of undocumented care workers.	Mariam Bhatti*

<b>Pay and working conditions</b>	
Improve working conditions, for example more regular hours, better contracts, etc, in low-paid sectors that are traditionally female dominated.	Submissions
Steadily improve public sector pay, limit macroeconomic austerity that cuts public sector pay.	Damian Grimshaw
<b>Discrimination</b>	
Reduce stigma around women’s health in the workplace by, for example, providing a statutory recognition of menopausal symptoms as a medical condition and providing sanitary products for free in all workplaces.	Submissions
Increase and improve response of employers to sexual harassment, with significant sanctions attached. Ratify the ILO Convention 190 on the elimination of gender-based violence and harassment at work.	Submissions
Expand and strengthen legislation, for example on employment equality and women’s health and welfare in the workplace.	Submissions
Address informal organisational cultures that can exclude certain cohorts.	Helen Russell, SFA

<b>Discrimination</b>	
Develop policies, at National or employer level, to assist employment equality and workplace inclusion for minority groups – for example Traveller and Roma women and trans people.	Submissions
Include gender identity, expression and sex characteristics in the nine grounds of discrimination prohibited in the Equality Acts.	Submissions
Provide supports for working people with disabilities including payment or tax allowance for additional costs, further assistance in the workplace. Review sick leave schemes to ensure people with a disability are not disadvantaged.	Suzy Byrne*
<b>Education</b>	
Tackle stereotypes through interventions in the education system, including gender neutral access to subjects in school and teacher training.	Ibec, SFA, Submissions, <a href="#">EIGE</a>
Review educational curriculum and classroom materials with a view to reduce stereotyping of men and women.	Ibec, Submissions

<b>Caring and Work</b>	
Improve access and affordability of childcare, including for parents who work non-standard hours or days. Provide universal childcare through public funding. Subsidise childcare for low-paid workers and vulnerable groups. Ensure children's care is prioritised.	Damian Grimshaw, Helen Russell, NWCI, Ibec, ICTU, Avril Hannifin*, Mariam Bhatti*, Submissions, <a href="#">EIGE</a>
Improve paid parental leave schemes by, for example, extending paid parental leave. Allow parents flexibility in who takes leave while earmarking part of the parental leave for fathers.	Ibec, ICTU, Helen Russell, Submissions, <a href="#">EIGE</a>
Support people to return to the workforce following a break due to caring duties.	Ibec
Create formal Governmental responses to care and work, for example a cross-Departmental response, including stakeholder consultation, or establishing a Joint Labour Committee in the childcare sector	Helen Russell, Ibec
Encourage take-up of flexible working and parental leave options by men.	Helen Russell

<b>Caring and Work</b>	
Provide entitlement for breastfeeding in the workplace.	Submissions
Improve family-friendly policies in male-dominated sectors.	Submissions
<b>Working conditions, including flexibility</b>	
Make flexible working – including part-time work and job sharing – the norm for both men and women, including those in higher positions. Allow flexible arrangements to be employee-led rather than employer led. Transpose the Work-Life Balance Directive to give workers a legislative right to request flexible working arrangements.	NWCI, ICTU, Helen Russell, Avril Hannifin*, Submissions
Reduce working hours for all workers by, for example, introducing a four day week to allow a better work-life balance for all.	NWCI, Submissions
Introduce legislation on the right to disconnect.	Submissions
Move towards output-based pay instead of per hour pay.	Submissions
Improve awareness of the long-term impact of working part time.	<a href="#">EIGE</a>

<b>Measurement, research and transparency</b>	
Promote and implement pay transparency in all organisations. Pass the Gender Pay Gap Information Bill 2019.	Damian Grimshaw, Helen Russell, NWCI, Ibec, ICTU, Submissions, <a href="#">EIGE</a>
Further research to understand the reasons for gender segregation across occupations	Submissions
Monitor gender equality in the workplace, including progression and promotion of employees across gender, with gender targets embedded in performance indicators	Submissions
<b>Recruitment, promotion and public awareness</b>	
Introduce formal recruitment and promotion processes like gender blind assessment of job applications or gender balanced shortlists for interviews. Introduce equality policies and formal benchmarking of the pay gap.	Helen Russell, Submissions

<b>Recruitment, promotion and public awareness</b>	
Ensure equal access to training and assignments for male and female employees. Provide mentoring opportunities.	Helen Russell
Establish quotas, including for ethnic minorities, in public and state sector positions. Establish gender quotas for corporate boards.	NWCI, Helen Russell, Submissions
Measure data on the gender pay gap to examine if there are multiple discriminations at play – for example women with disabilities.	Submissions
Increase representation of men and women in non-traditional roles, including through role models.	Submissions
Introduce measures or incentives to improve the gender balance of sectors that are dominated by one gender, including through awareness-raising and career counselling.	Submissions, <a href="#">EIGE</a>
Implement clear progression paths for low paid sectors, encouraging entrepreneurship and leadership	Mariam Bhatti*