



IRELAND PROPOSES GENDER PAY GAP REDUCTION

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Proposals that would require employers with more than 250 employees to publish annually information on their gender pay gap and to implement measures to reduce the gender pay gap feature in the [Gender Pay Gap Information Bill 2019](#) that is being considered by the Irish parliament. The bill could be implemented later in 2019 and the reporting duty could apply as soon as 2020 or 2021 to organizations with 250 or more employees, extending to employers with 150 or more employees two years later and to firms with 50 or more employees after three years. Ministerial regulations would be published shortly after the bill's implementation and would provide more details about the law's scope, the workforce to be included in the audit and the information to be reported.

HIGHLIGHTS OF THE BILL

- Employers would have to report the mean and median hourly and bonus payments to full-time and part-time male and female employees, and they would have to show the percentage of male and female employees who received bonuses and benefits-in-kind. The regulations could require employers to publish pay differences between male and female workers on temporary contracts, and could require gender pay data for each of four pay quartiles (lower, lower middle, upper middle and upper quartile pay bands) or by job classification.
- Employers would have to publish a narrative that includes the reasons for the gender pay differences and any measures taken or proposed to eliminate them.
- Designated officers or inspectors would enforce the law and they would be allowed to enter employers' premises and to obtain necessary information. The Irish Human Rights Commission could request the courts to order an employer's compliance with the law, and the commission could conduct a review of a particular employer or industry sector, or could require the organizations and sectors to do so and to prepare and implement an equality plan.
- Employees could make a complaint to the Workplace Relations Commission (WRC) regarding their employer's non-compliance with the law and the WRC could order the employer to comply. The bill doesn't include any requirements for paying compensation to employees or for the payment of fines.

- The regulations would set out further details about the calculation of an organization's workforce size, and clarify the type of employers, employees and pay elements that must be included in the gender pay gap audit; and prescribe the format and frequency for publishing the gender pay data and the accompanying narrative.

RELATED RESOURCES

Non-Mercer Resources

- [Gender Pay Gap Information Bill 2019 \(Bill 30 of 2019\)](#) (Irish parliament, 4 Apr 2019)

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