



County Kildare
CHAMBER
IN BUSINESS FOR BUSINESS

Submission 3rd October 2017

Gender Pay Gap Consultation 2017

Background

County Kildare Chamber is the business organisation of choice in Kildare. With a membership of 400 businesses that employ 47,000 people in the county, we understand and represent the concerns and views of business throughout the county.

Representation is key and the Chamber is represented on the following key groupings in Kildare and the Mid-east region:

- Action Plans for jobs – Mid east region
- Region Skills Forum – Mid east region
- Kildare Local Community and Development Committee
- EDEN Advisory Board, Maynooth University
- Kildare Wicklow Education Training Board
- Strategic Policy Committees, Kildare County Council
- County Kildare Economic Forum
- Board of Chambers Ireland
- Employment, Workplace and Skills Policy Council, Chambers Ireland
- Ratepayers and Local Government Council, Chambers Ireland

Our vision:

“To make Kildare the location of choice for existing and potential business enterprise”

This ensures that we work closely with our colleagues in Kildare County Council, LEO Kildare, IDA Ireland, Enterprise Ireland, Chambers Ireland, Local and Central Government.



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The Chamber has the view that it is not as simple as comparing gender (male or female) pay rates. The most significant factor in determining pay is the experience, skills, and knowledge of the candidate/person in the job and the market rate for the job (supply and demand factors). All being equal, pay parity should apply. It is a complex issue; otherwise it would have been resolved before now.

There are several barriers for career progression for women in the workplace and we are of the firm belief that this must be explored. What is of particular interest is that the pay gap is closest when one breaks down the hourly rate as compared to the monthly/annual rate (which is reflective of men working more hours on average) [*Eurostat 2015 figures*](#). Pay gap analysis show a striking variance when data is shown in full time employment roles which demonstrate that women are finding it harder to attain leadership roles. Also, figures are distorted as men work more hours than women in Ireland

Our membership in the Chamber inform us that the gender gap is already being phased out when one considers the ever improving portrayal of women in work, more female entrepreneurs and a more equal opportunity focus of employer that is coming through the system.

Actions that need to be taken

Constructive Data: Hourly data will showcase the truest reporting figures. Consistency is key with reporting and this will allow for effective strategic planning going forward.

Focused effort to reduce childcare costs: Reduction in childcare cost will lead to more women entering/returning to the workforce.

Paternity leave: Increased paternity leave for fathers will improve the gender pay gap. Giving working families more choice and flexibility and supporting mothers who want to return to work early. As long as women continue to take disproportionate responsibility for the care of children, the gender pay gap will persist.



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How to implement these actions

Promote gender balanced on boards to 30% representation: County Kildare Chamber actively promotes 30% board representation with its members.

Further childcare budgetary reductions which will enhance opportunities for women entering/returning to work

Creation of an employer business forum to discuss the benefits of the proposed legislation to force organisations with more than 50 staff to reveal data on the average pay gap between male and female employees. If this mandatory reporting comes into play in Ireland, the publication of data that shows up a significant gender pay differences may lead to internal employee grievances and claims for discrimination or equal pay. It also raises issues in regards to data protection and confidentiality issues.

On behalf of County Kildare Chamber

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CEO