

No Small Change

Time to Act to Close the Gender Pay Gap

#nosmallchange



National Women's
Council of Ireland
Comhairle Náisiúnta
na mBan in Éirinn

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National Women's Council of Ireland

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Actions to Close the Gender Pay Gap

Closing the Gender Pay Gap will require:

- A whole of Government approach – Effective Monitoring – Appropriate Sanctions – Sectoral and Professional Strategies - Gender Proofing our Budget – Comprehensive Data Collection

Key actions to take:

Access to Justice

- Extend civil legal aid to employment equality and equal status claims
- Increase the transparency of the Workplace Relations Commission
- Discriminatory findings should trigger an equal pay audit
- Facilitate representative legal actions

Transparency & Targets

- Mandatory gender pay reporting by companies
- Impose real penalties for non-compliance
- Require employers to advertise proposed salaries
- Prohibit questions about salary history in the recruitment process
- Prohibit terms in contracts that prevent disclosure of wages

Flexibility not Insecurity

- Enhance provision for flexible work practices
- Strengthen the regulation of the casualisation of work
- Strengthen the regulation of precarious work
- Align the minimum wage with the living wage

Equally Distribute Care Work

- Increased investment in the Affordable Childcare Scheme
- Extend paternity leave to 1 month
- 6 months paid parental leave to commence after maternity leave
- PRSI credits for carers

Combat Occupational Segregation

- Education initiatives to address stereotyping in subject choices
- Innovative programmes to encourage girls into STEM
- Initiate roll out of an agreed national salary scale for the childcare workforce to recognise qualifications and professionalization

Promote Women to Leadership Positions

- Implement the recommendations of *Hearing Women's Voices*
- Implement the recommendations of *Better Board, Better Business, Better Society*
- Implement the recommendations of *Parliament of All Talents*
- Introduce quotas for local elections
- Introduce quotas for boards of private companies

For more information see NWC's position paper, **No Small Change Closing the Gender Pay Gap**, available for download from our website.