

preparing for mandatory

gender pay gap reporting



What is the gender pay gap?

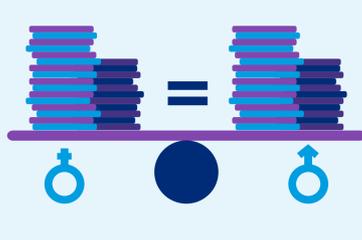
The gender pay gap



The difference between the gross hourly earnings for all men and the gross hourly earnings for all women

...not to be confused with...

Equal pay



Men and women being paid the same for the same work

Current situation

Average gender pay gap



Ireland **14.4%***



EU average **14.1%****

Increased scrutiny

Mandatory reporting legislation

The Gender Pay Gap Information Bill 2019

2021 EU Commission proposal for binding pay transparency measures

Social change

Diversity charters

Increasing transparency and voluntary reporting



Impact of legislation

Organisations will be required to report on the gender pay differentials in their organisations, setting out pay differences between female and male employees. It will include bonuses.

250+ employees

2021 Legislation

The requirement will initially apply to organisations with 250 or more employees

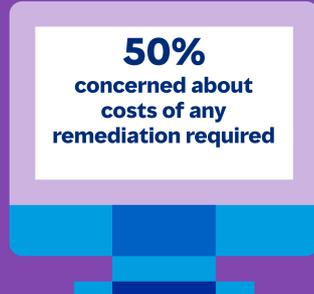
This will extend over time to organisations with 50 or more employees

Impact of mandatory reporting

Organisations think it is a good thing



But are concerned about potential risks

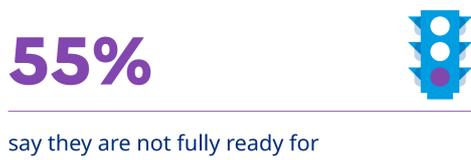


Levels of preparedness

Much has been done already...



More to be done...



Addressing the gender pay gap

Understanding the issues and drivers



Focus on pay alone will not address the gender pay gap



How Mercer can help

Short-medium term actions

- Conduct a pay gap analysis
- Generate internal labour market maps
- Review diversity and inclusion activity
- Create a baseline reporting structure
- Provide benchmarks for engagement

Strategic actions

- Leadership and manager interviews and focus groups
- Analysis for pay and promotion
- Deployment of a diversity and inclusion maturity model and diagnostic tool
- Diversity and inclusion strategy
- Integrate gender data into HR and business processes
- Rethink job roles and definitions

Unless otherwise stated, statistics are from the Mercer 2018 Ireland Gender Pay Gap Snap Shot Survey.
 * <https://www.gov.ie/en/press-release/d361b-cabinet-approves-gender-pay-gap-legislation-proposals>.
 ** https://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics#Gender_pay_gap_levels_vary_significantly_across_EU.