

Gender Pay Gaps – A Closer Look

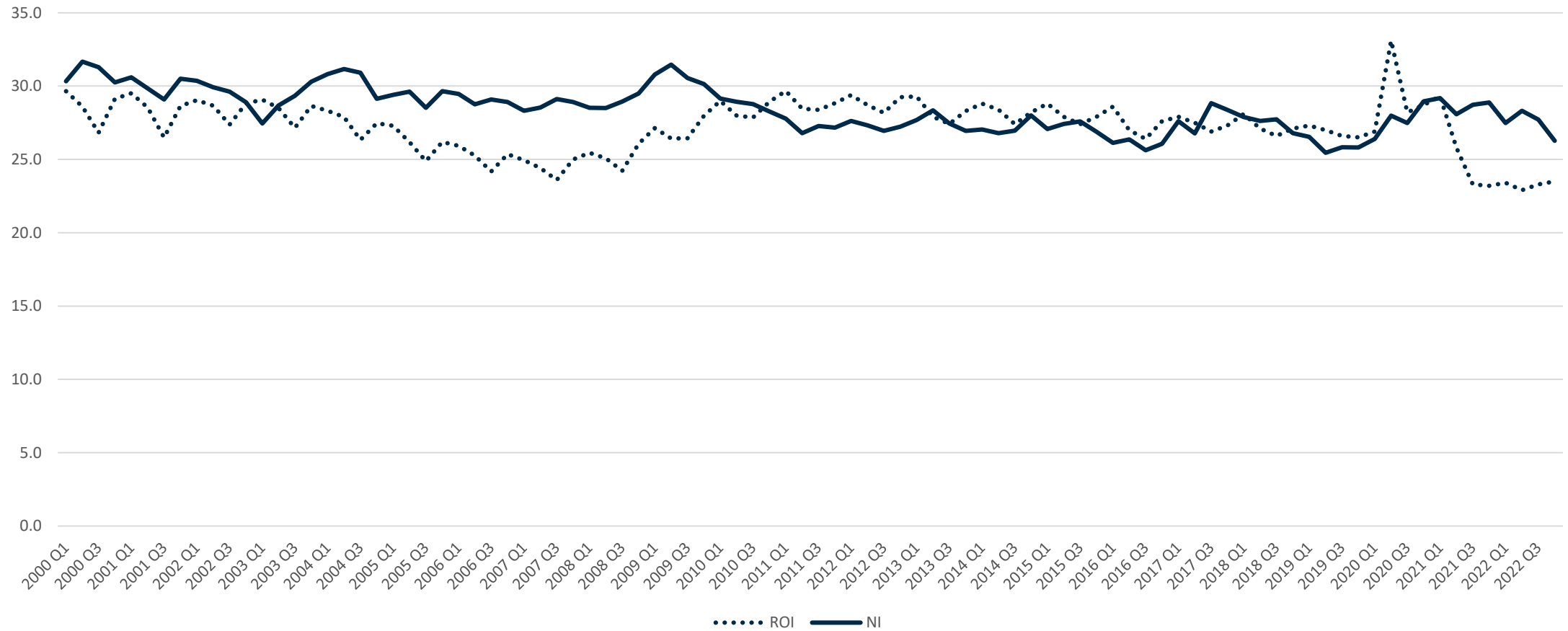
ICTU Joint Women's Seminar
23rd March 2023

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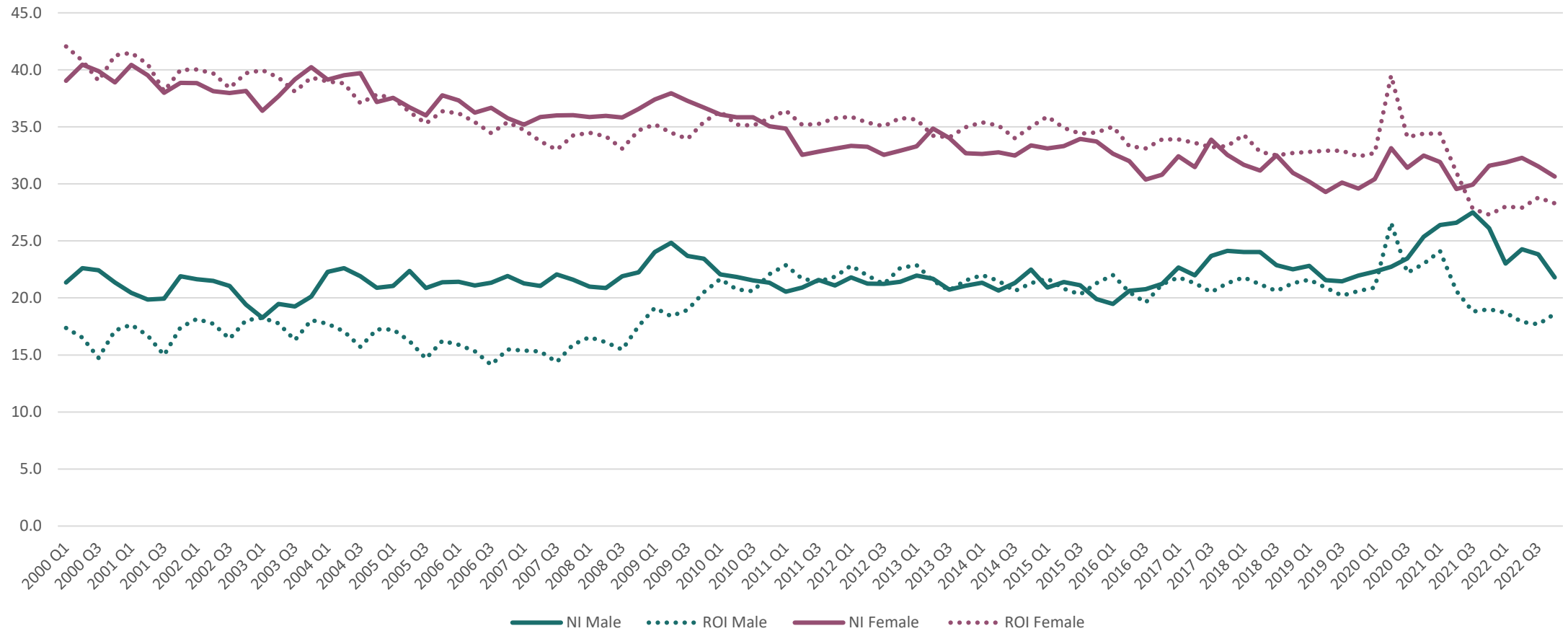
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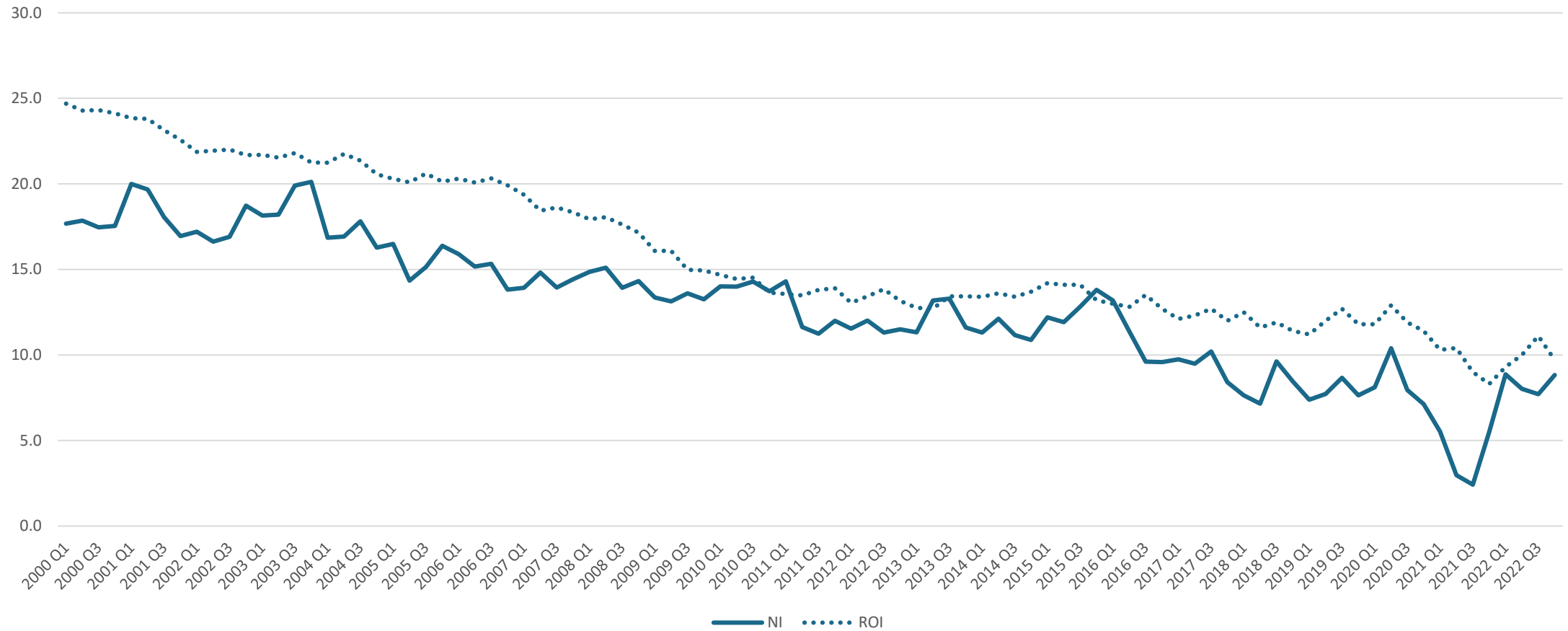
Economic Inactivity



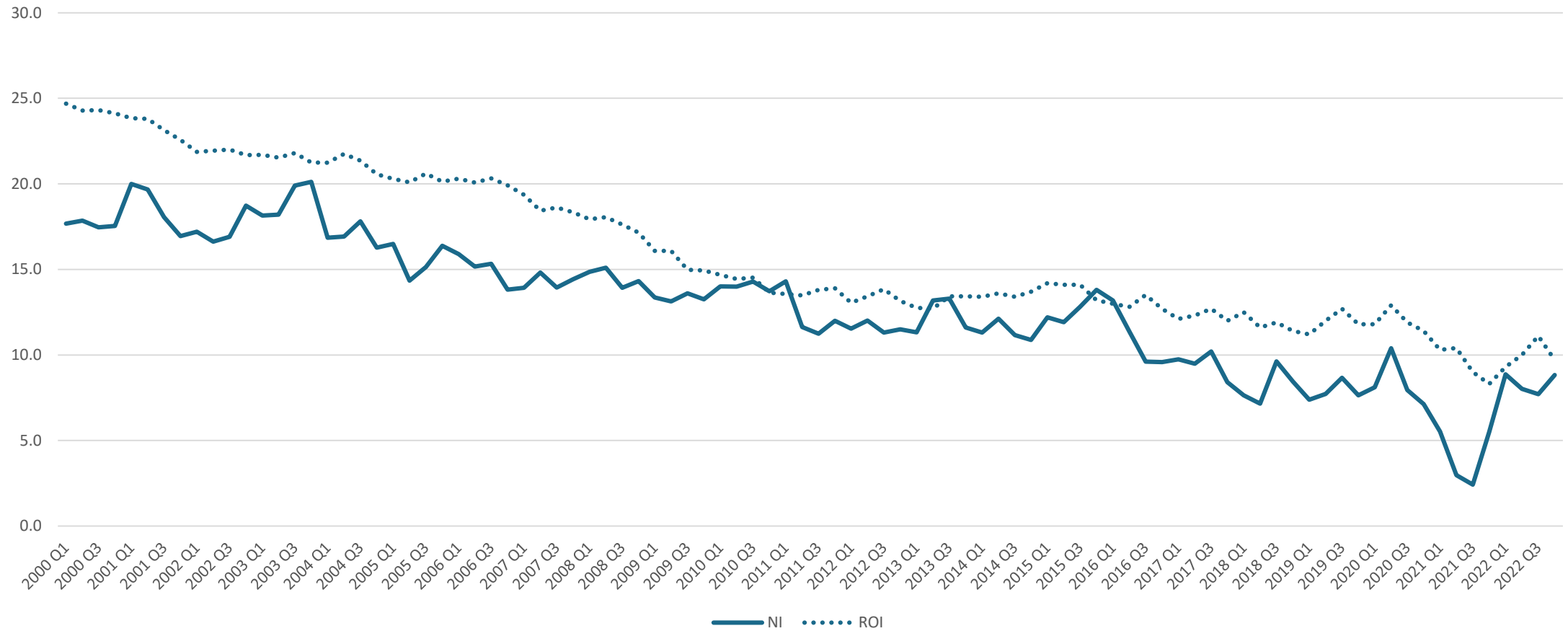
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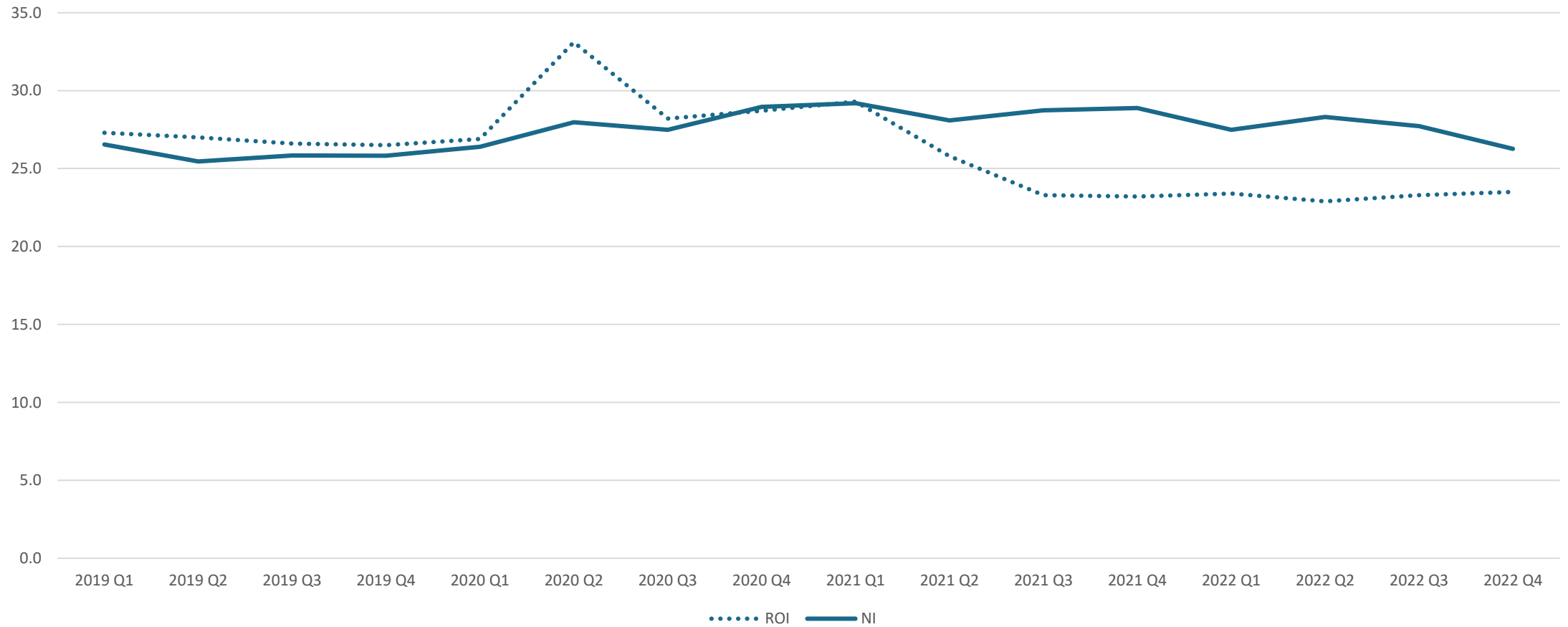
Economic Inactivity



Economic Inactivity



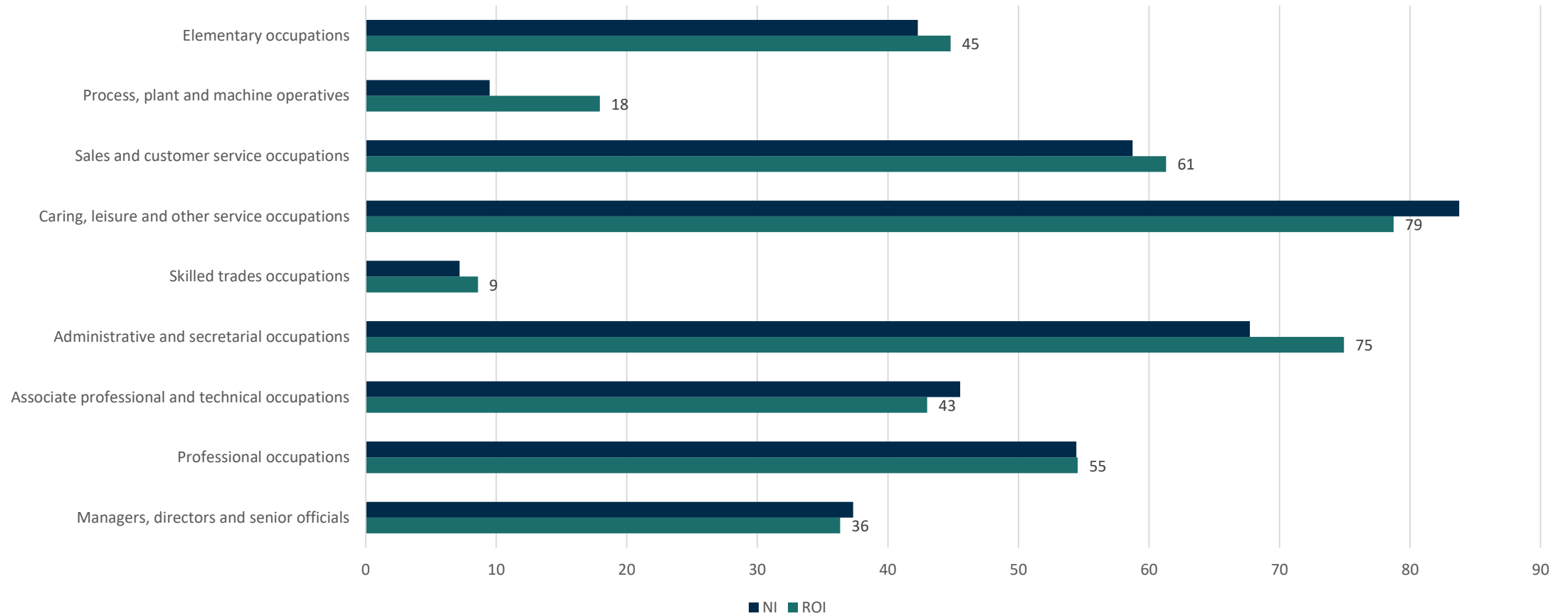
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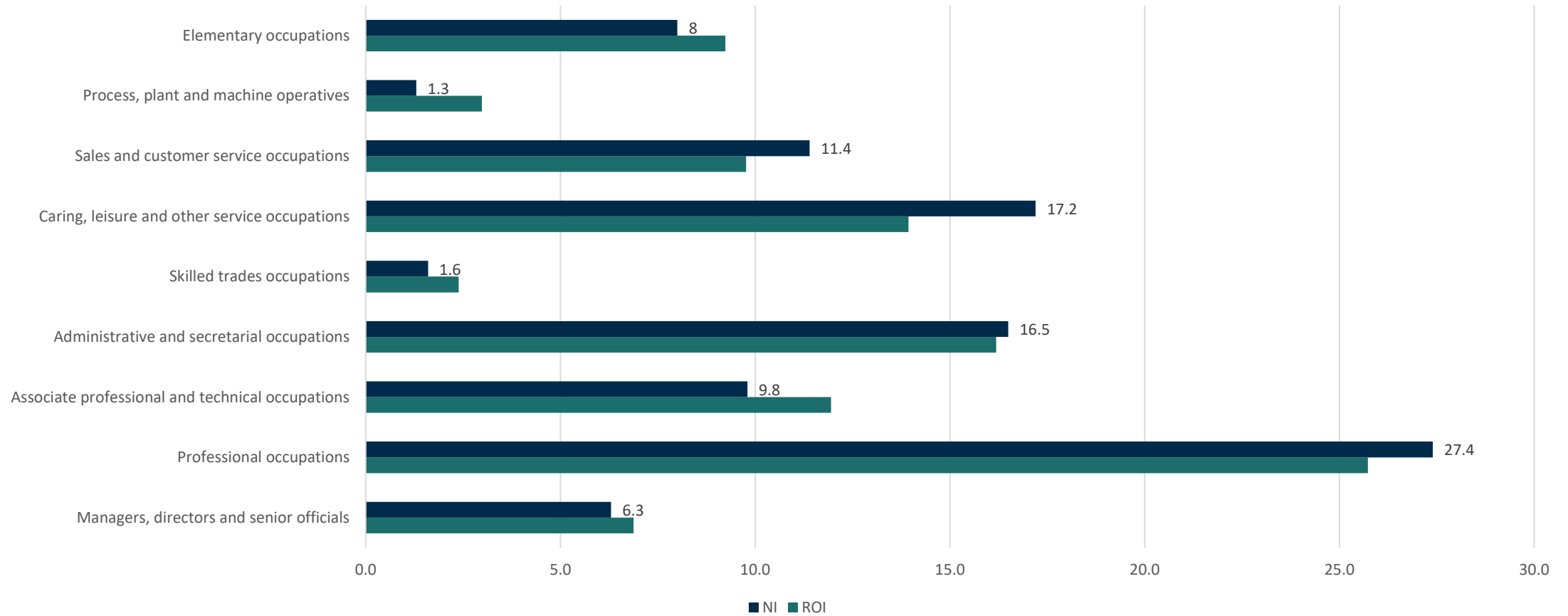
Economic Inactivity



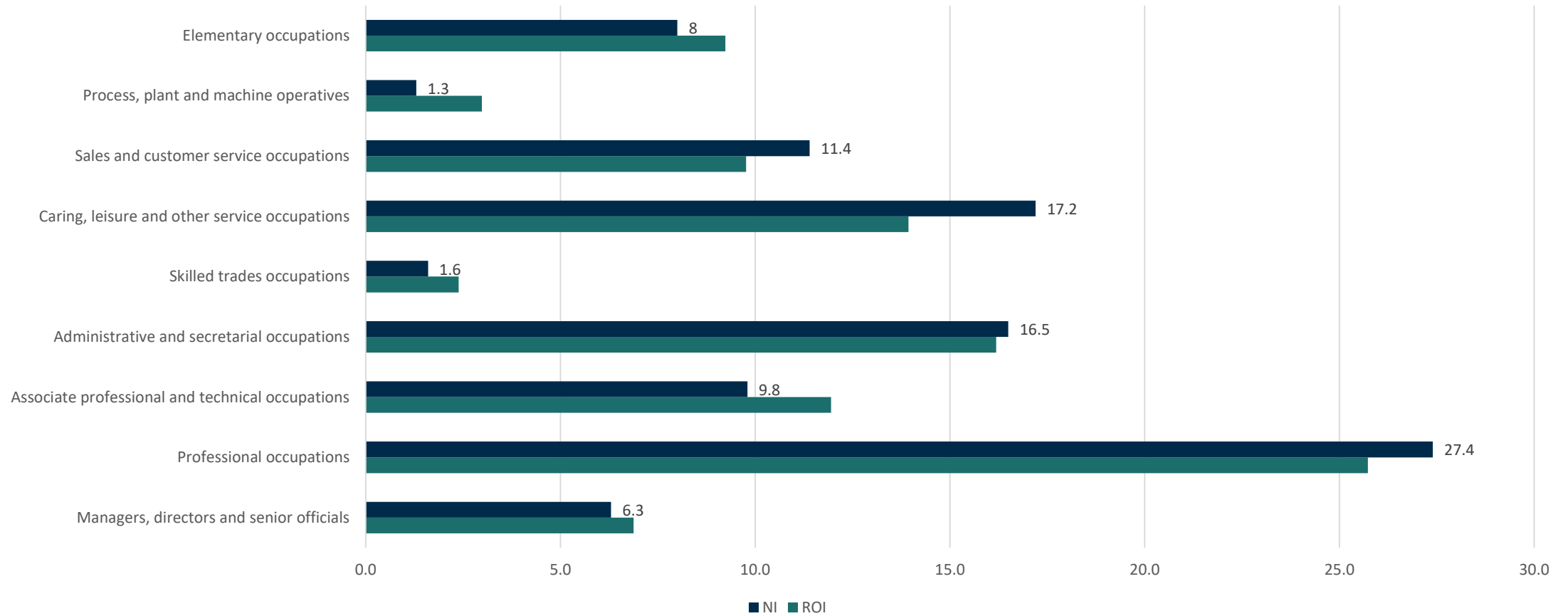
Qualifications



Qualifications



Qualifications



Gender Pay Gaps ROI

The overall gender pay gap in hourly earnings



Gender Pay Gaps NI

The overall gender pay gap in hourly earnings



Gender Pay Gap: Northern Ireland



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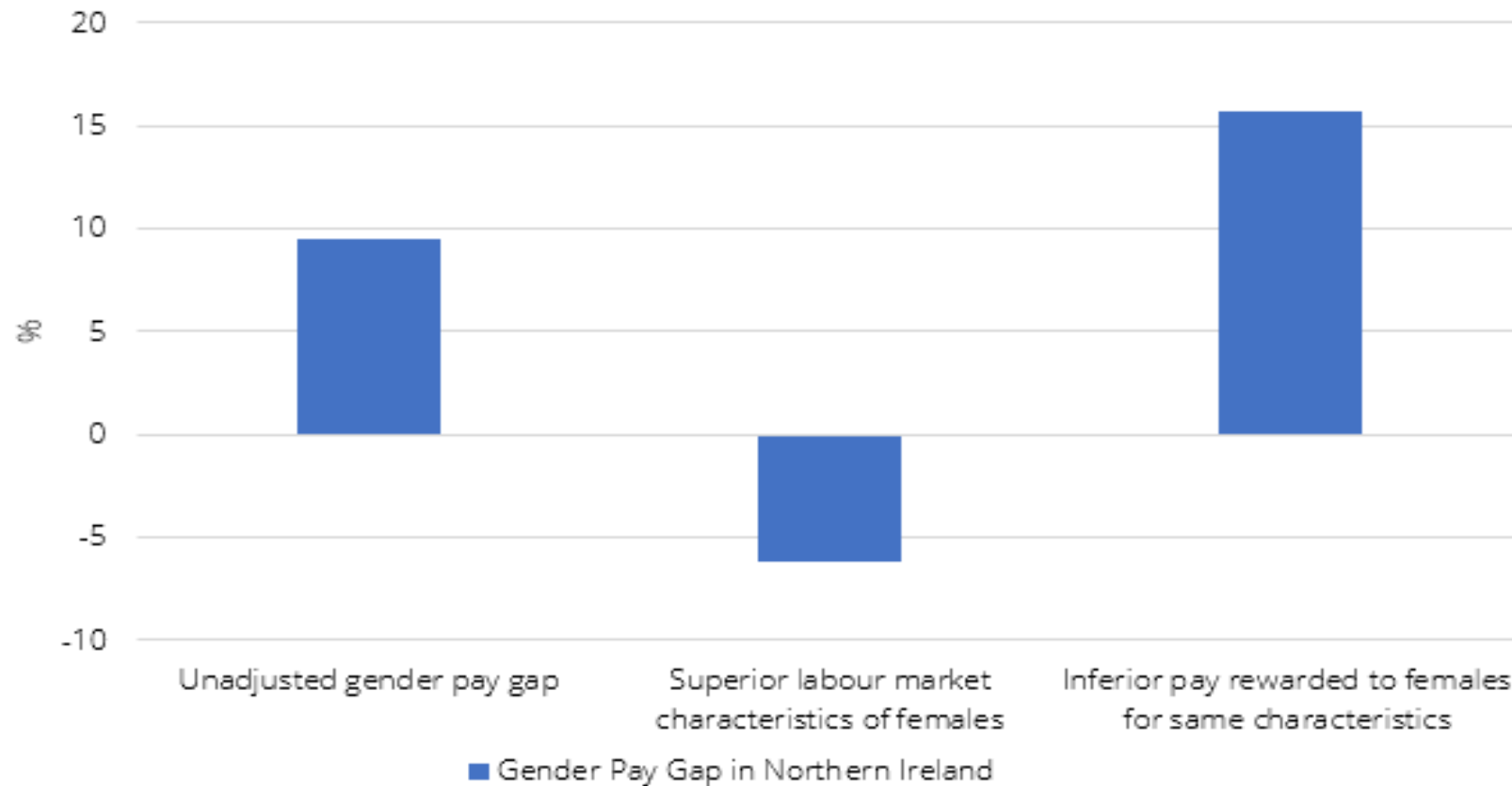
- (a) explain the nature of the gender pay gap and;
- (b) assess the extent to which different personal/family and job-related characteristics *both* **drive** and **reduce** differences in the earnings of males and females.

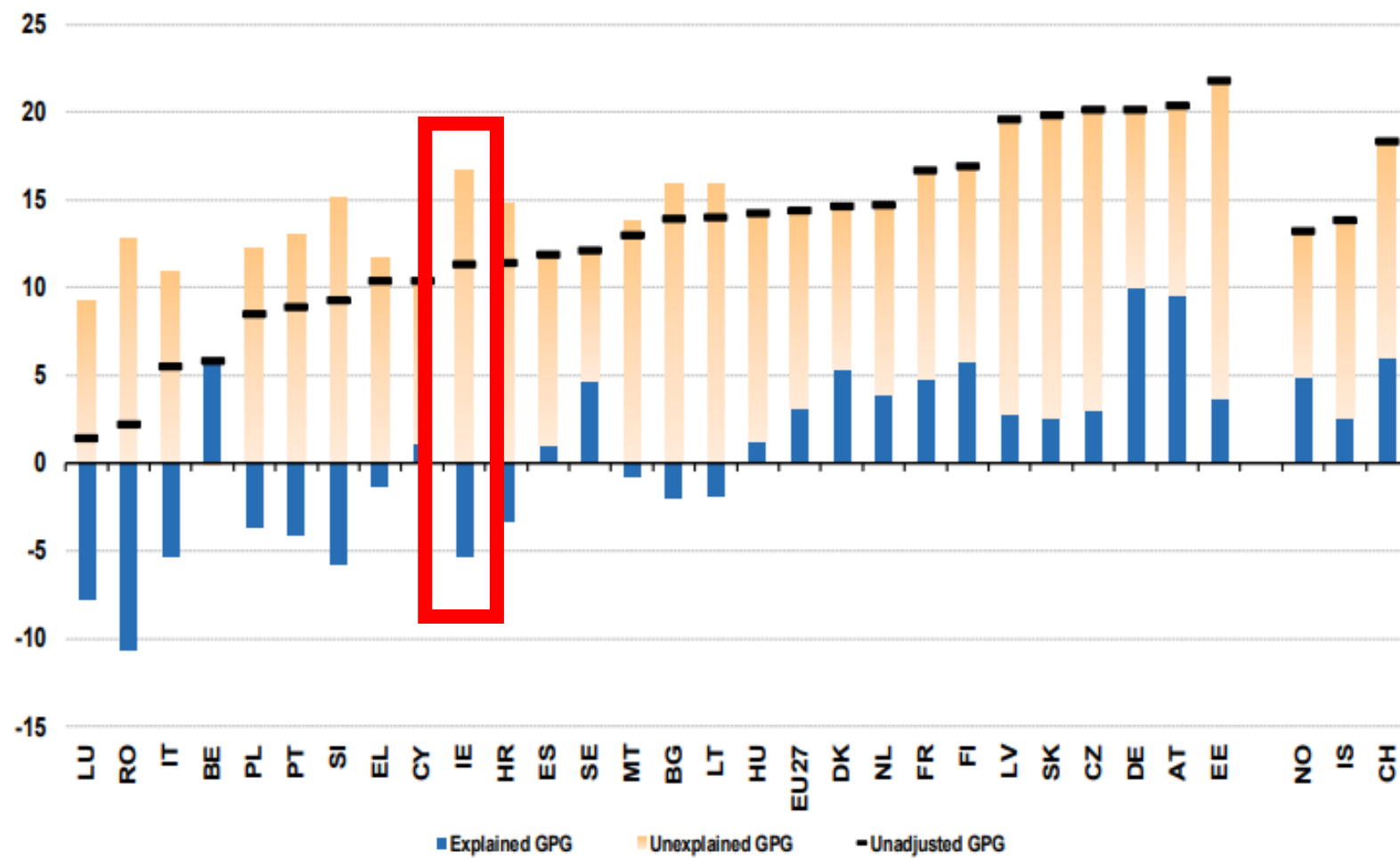
What characteristics does the literature identify as determinants of the gender pay gap?


- Human capital
- Occupational and sectoral segregation
- Part-time penalty and part-time pay penalty
- Motherhood penalty
- Discrimination
- Labour market participation and employment rates



Gender Pay Gap: Northern Ireland







Gender differences in pay are based on the interplay between three factors.

1. Different characteristics obtain different levels of pay
2. Men and women have different characteristics.
3. Men and women get paid differently for the same characteristics.

This interplay determines the gender pay gap.

What can policy do?

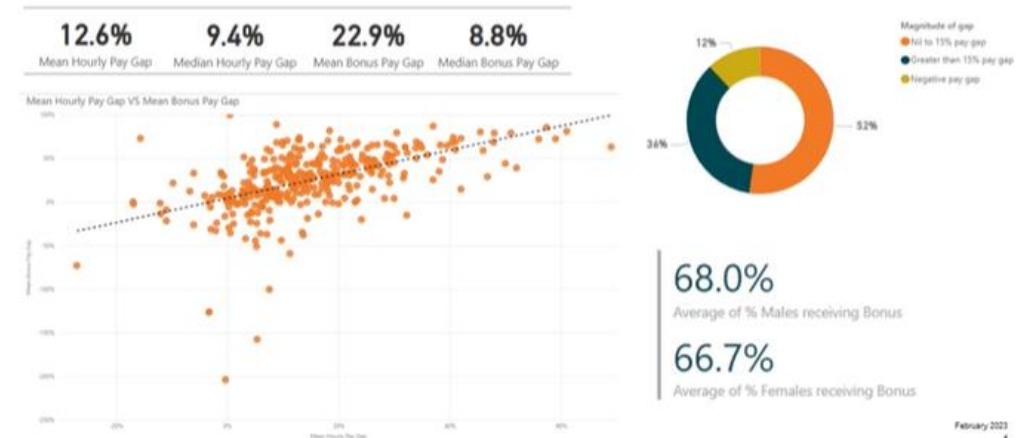
Policy

- Address structural inequalities.
- Focus on inferior quality of flexible and part-time work.
- Pay transparency legislation light lifting.

Policy

- Pay transparency legislation reporting in RoI & potential for actual transparency in the development of the centralised website.
- Lack of gender pay gap statistics.

Market insights Sample of companies' statistics



‘How’ are we unequal?

The adjusted gender pay gap

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