SECTION 4

1. In page 4, between lines 10 and 11, to insert the following:

“(a) has due regard to Ireland’s human rights obligations to guarantee the right to just and favourable remuneration,”.

—Peadar Tóibín.

2. In page 4, between lines 17 and 18, to insert the following:

“10BA. The Commission in the performance of the functions assigned to it by section 10C shall forward recommendations to the Minister regarding low pay that—

(a) reduces the incidence of low pay,

(b) considers access to public services,

(c) takes into account the standard of living, general wage levels and access to welfare supports to include social protection supports, universal healthcare provisions, State provided childcare and social housing,

(d) supports the phased introduction of a living wage.”.

—Peadar Tóibín.

SECTION 5

3. In page 4, line 24, after “pay” to insert “and hourly living wage rate of pay”.

—Peadar Tóibín.

4. In page 4, between lines 24 and 25, to insert the following:

“(c) research and recommend to the Minister national minimum wage rates of pay for youth and apprentice categories,

(d) research and recommend to the Minister national minimum wage rates of pay for female workers.”.

—Dara Calleary.
5. In page 4, between lines 32 and 33, to insert the following:

“(a) wage share of national income,
(b) the role of wages as a source of demand,
(c) median earnings.”.

—Peadar Tóibín.

6. In page 5, before line 1, to insert the following:

“(i) innovation in each sector has increased, decreased or remained stagnant within the current period,”.

—Peadar Tóibín.

7. In page 5, between lines 5 and 6, to insert the following:

“(e) economic inequality,
(f) the percentage of workers in the economy earning two-thirds or less of median income,
(g) the Living Wage as set for the relevant period.”.

—Peadar Tóibín.

8. In page 5, line 7, after “Northern Ireland,” to insert the following:

“taking into account the standard of living, general wage levels and access to welfare supports to include social protection supports, universal healthcare provisions, State provided childcare and social housing.”.

—Peadar Tóibín.

9. In page 5, line 8, after “creation” to insert “and decent work”.

—Peadar Tóibín.

10. In page 5, between lines 12 and 13, to insert the following:

“(iv) addressing levels of income inequality to include income inequality between men and women in the current period,
(v) aggregate demand in the economy,
(vi) tax receipts.”.

—Peadar Tóibín.

11. In page 5, between lines 25 and 26, to insert the following:

“(5) The Commission shall act as a watchdog of the incidence of low pay by examining the prevalence of pay two thirds or below of median earnings in the current period in each sector of the economy, and report its recommendations to reduce the share of employees in each sector who earn below two-thirds of the hourly median wage over the
(6) The Commission shall examine and report on key patterns in paid and unpaid open market internships providing a regulatory framework for internships and to support professional associations to promote ethical internship programmes.

(7) The Commission shall examine and report on the effectiveness of existing policies to enforce the National Minimum Wage and make recommendations for improvement of compliance and enforcement.”.

—Peadar Tóibín.

12. In page 6, between lines 7 and 8, to insert the following:

“(10) (a) The Commission as an independent body should have a role in defining what the living wage is, taking on board regional variations like the cost of living, with businesses deciding to introduce on a voluntary basis.

(b) The State as a major employer should seek to ensure that people it directly and indirectly employs are paid the living wage.”.

—Dara Calleary.

SECTION 6

13. In page 6, to delete lines 26 to 28 and substitute the following:

“(3) The national minimum hourly rate of pay declared by order under this section may include—

(a) an allowance in respect of board and lodgings, board only or lodgings only at such rates as are specified in the order,

(b) a prohibition or restriction on charges or deductions.”.

—Peadar Tóibín.

14. In page 6, between lines 32 and 33, to insert the following:

“(5) Where the Minister declares an order for any increase to the national minimum wage, a sufficient lead-in period should be made available for this new rate to be met in a planned way.”.

—Dara Calleary.

SECTION 7

15. In page 6, between lines 32 and 33, to insert the following:

“Complaints and protection against victimisation

7. An employer shall not penalise or threaten against a worker, or cause or permit any other person to penalise or threaten penalisation against a worker for having made statement to the Low Pay Commission or for giving evidence on their own experience through their representative organisation.”.

—Peadar Tóibín.
SECTION 10


—Peadar Tóibín.

17. In page 8, line 16, after “persons” to insert “, one of whom shall be a person currently managing a small to medium sized enterprise,”.

—Dara Calleary.

18. In page 8, line 26, after “economics” where it firstly occurs to insert “, sociology, social policy”.

—Peadar Tóibín.

19. In page 8, between lines 28 and 29, to insert the following:

“(d) 3 members shall be appointed from among persons, who in the opinion of the Minister, are low paid workers, who have an understanding of the socio and economic impact of low pay on individuals and their families, including access to social goods, equality of opportunity and living standards.”.

—Peadar Tóibín.

20. In page 9, between lines 18 and 19, to insert the following:

“(a) is found guilty of an offence under the Principal Act,”.

—Peadar Tóibín.

TITLE

21. In page 3, line 8, to delete “related matters” and substitute “matters related to low pay”.

—Peadar Tóibín.