SEANAD ÉIREANN

AN BILLE UM PÁ ÍOSTA NÁISIÚNTA (AN COIMISIÚN UM PÁ ÍSEAL), 2015
NATIONAL MINIMUM WAGE (LOW PAY COMMISSION) BILL 2015
LEASUITHE TUARASCÁLA
REPORT AMENDMENTS

[No. 42a of 2015] [17 June, 2015]
1. In page 3, line 8, to delete “related matters” and substitute “matters related to low pay”.
   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

3. 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,”.
   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

4. In page 4, between lines 32 and 33, to insert the following:
   “(a) median earnings during the relevant period,.”.
   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

5. In page 4, after line 36, to insert the following:
   “(i) each sector’s business model and performance,
   (ii) innovation in each sector has increased, decreased or remained stagnant within the current period,”.
   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

6. In page 5, between lines 5 and 6, to insert the following:
   “(da) economic inequality and purchasing power parities,
   (db) the percentage of workers in the economy earning two-thirds or less of median income,
   (dc) the Living Wage as set for the relevant period.”.
   —Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

[No. 42a of 2015]                        [17 June, 2015]
7. In page 5, line 7, after “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”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

8. In page 5, to delete line 8 and substitute the following:

“(f) the need for quality job creation,”.

—Senators Katherine Zappone, Jillian van Turnhout.

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

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

10. In page 5, between lines 8 and 9, to insert the following:

“(fa) the promotion of gender equality,”.

—Senators Katherine Zappone, Jillian van Turnhout.

11. 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.”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

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

“(4A) The Commission shall monitor 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 percentage of employees in each sector who earn below two-thirds of the hourly median wage over the following 3 year period.

(4B) 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.

(4C) 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.”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.
*13. In page 5, between lines 32 and 33, to insert the following:

“(7) The Minister shall cause a copy of any report or recommendation furnished to him or her in accordance with this section to be laid before each House of the Oireachtas not later than 3 months after the receipt of that report or recommendation.”.

14. In page 5, between lines 32 and 33, to insert the following:

“(7) Every report made by the Commission shall be laid before each House of the Oireachtas as soon as practicable after it is made.”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

*15. In page 5, line 33, to delete “(7) The Commission” and substitute “(8) The Commission”.

*16. In page 5, line 35, to delete “(8) In this section” and substitute “(9) In this section”.

17. In page 6, to delete lines 23 to 25 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,

(c) fair hours of employment rules.”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

18. In page 6, between lines 29 and 30, to insert the following:

“Complaints and protection against victimisation

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

—Senators David Cullinane, Kathryn Reilly, Trevor Ó Clochartaigh.

19. In page 7, line 21, to delete “National Minimum Wage (Low Pay Commission) Act” and substitute “Low Pay Commission Act”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

20. In page 8, line 26, to delete “economics” where it firstly occurs and substitute “social policy”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

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

“(d) 3 low paid workers who, in the opinion of the Minister, have a first-hand understanding of the impact of low pay for vulnerable workers, particularly in relation to their ability to
access social goods and life chances, and of its impact on a family’s overall standard of living and socio-economic wellbeing.”.

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.

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

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

—Senators David Cullinane, Trevor Ó Clochartaigh, Kathryn Reilly.