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**An Bille fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas  
(Faisnéis faoin Difríocht Pá idir na hInscní), 2017**

**Irish Human Rights and Equality Commission (Gender Pay Gap Information)  
Bill 2017**

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*Mar a ritheadh ag Seanad Éireann*

*As passed by Seanad Éireann*

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**AN BILLE FÁ CHOIMISIÚN NA hÉIREANN UM CHEARTA AN DUINE AGUS  
COMHIONANNAS (FAISNÉIS FAOIN DIFRÍOCHT PÁ IDIR NA hINSCNÍ), 2017  
IRISH HUMAN RIGHTS AND EQUALITY COMMISSION (GENDER PAY GAP  
INFORMATION) BILL 2017**

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*Mar a ritheadh ag Seanad Éireann*

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ACT REFERRED TO

Irish Human Rights and Equality Commission Act 2014 (No. 25)



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**AN BILLE FÁ CHOIMISIÚN NA hÉIREANN UM CHEARTA AN DUINE AGUS  
COMHIONANNAS (FAISNÉIS FAOIN DIFRÍOCHT PÁ IDIR NA hINSCNÍ), 2017  
IRISH HUMAN RIGHTS AND EQUALITY COMMISSION (GENDER PAY GAP  
INFORMATION) BILL 2017**

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# Bill

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*entitled*

An Act to require certain employers to publish information relating to the pay of employees for the purpose of showing whether there are differences in the pay of male and female employees and, if so, the nature and scale of such differences; for that purpose to amend the Irish Human Rights and Equality Commission Act 2014; and to provide for related matters. 10

**Be it enacted by the Oireachtas as follows:**

## **Amendment of Irish Human Rights and Equality Commission Act 2014**

1. The Irish Human Rights and Equality Commission Act 2014 is amended by inserting the following after section 32: 15

### **“Gender pay gap information**

**32A.** (1) The Commission may make a scheme under this section (“a scheme”) requiring employers to publish information relating to the pay of their employees for the purpose of showing whether there are differences in the pay of male and female employees and, if so, the nature and scale of such differences. 20

(2) A scheme shall not apply to employers having fewer than 50 employees.

(3) A scheme may prescribe—

(a) classes of employer to which the scheme relates, 25

(b) classes of employee to which the scheme relates,

(c) how to calculate the number of employees that an employer has,

(d) how to calculate, for ease of comparison, the pay of employees,

(e) details relating to the information required to be published under the scheme, and 30

(f) the form and manner in which, and the frequency with which (which shall not be more frequent than once in each year),

information is to be published under the scheme.

- (4) Without prejudice to the generality of the foregoing, a scheme shall require employers to whom the scheme relates to publish information in relation to—
- (a) the difference between the mean hourly rate of pay of male employees and that of female employees, 5
  - (b) the difference between the median hourly rate of pay of male employees and that of female employees,
  - (c) the difference between the mean bonus pay paid to male employees and that paid to female employees, 10
  - (d) the difference between the median bonus pay paid to male employees and that paid to female employees,
  - (e) the proportions of male and female employees who were paid bonus pay, and
  - (f) the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands. 15
- (5) A scheme shall require the breakdown of information by reference to the full-time or part-time status of employees and by reference to their ages.
- (6) An employer who contravenes the provisions of a scheme made under this section is guilty of an offence and is liable on summary conviction to a class A fine. 20
- (7) An employer who employs more than 100 staff, and who contravenes the provisions of a scheme made under this section, shall have their company title published by the Irish Human Rights and Equality Commission.”. 25

### **Short title, collective citation and construction**

2. (1) This Act may be cited as the Irish Human Rights and Equality Commission (Gender Pay Gap Information) Act 2018.
- (2) This Act and the Irish Human Rights and Equality Commission Act 2014 may be cited together as the Irish Human Rights and Equality Commission Acts 2014 and 2018 and shall be construed together as one Act. 30



An Bille fá Choimisiún na hÉireann um  
Chearta an Duine agus Comhionannas  
(Faisnéis faoin Difríocht Pá idir na hInscní),  
2017

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# BILLE

*(mar a ritheadh ag Seanad Éireann)*

*dá ngairtear*

Acht dá cheangal ar fhostóirí áirithe faisnéis a bhaineann le pá fostaithe a fhoilsiú chun a léiriú an bhfuil difríochtaí ann idir pá fostaithe fireanna agus pá fostaithe baineanna agus, más amhlaidh go bhfuil, chun cineál agus scála na ndifríochtaí sin a léiriú; chun na críche sin do leasú an Achta fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014; agus do dhéanamh socrú i dtaobh nithe gaolmhara.

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*Ritheadh ag Seanad Éireann,  
3 Deireadh Fómhair, 2018*

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Irish Human Rights and Equality  
Commission (Gender Pay Gap Information)  
Bill 2017

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# BILL

*(as passed by Seanad Éireann)*

*entitled*

An Act to require certain employers to publish information relating to the pay of employees for the purpose of showing whether there are differences in the pay of male and female employees and, if so, the nature and scale of such differences; for that purpose to amend the Irish Human Rights and Equality Commission Act 2014; and to provide for related matters.

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*Passed by Seanad Éireann,  
3rd October, 2018*

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ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR  
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