

SYMPOSIUM



An Roinn Gnó, Fiontar agus Nuálaíochta
Department of Business, Enterprise and Innovation

Iveagh House,
80 St Stephen's Green, Dublin 2

Wednesday, 10 January 2018
12:00 p.m. to 18:00 p.m.



AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAS
DEPARTMENT OF JUSTICE AND EQUALITY

Rising to the challenge - addressing Ireland's gender pay gap

Jointly hosted by the
Department of Business, Enterprise & Innovation and the
Department of Justice and Equality



@DeptJusticeIRL @EnterInnov

#genderbalance #GenderPayGap #womensstrategy

RISING TO THE CHALLENGE – ADDRESSING IRELAND'S GENDER PAY GAP

Wednesday, 10 January 2017
Iveagh House, 80 St Stephen's Green, Dublin 2

PROGRAMME

MODERATOR: Mr. Cathal Mac Coille

12:00 - 13:15 Registration

12:15 - 13:15 *Light lunch and networking opportunity*

Session One: The gender pay gap – a time for leadership

13.15 - 14.15 *Opening speeches*

Minister for Justice & Equality, Mr Charles Flanagan TD
Minister for Business, Enterprise & Innovation, Ms Heather
Humphreys TD
Andy Klom, Deputy Head of the European Commission
Representation in Dublin
Dr Orlaigh Quinn, Secretary General, Department of Business,
Enterprise & Innovation

Session Two: Understanding the context and finding the gap

14.15 - 15:30 *Presentations and panel discussion, followed by Q&A from floor*

Morgan O'Donnell, Statistician, CSO
Dr Micheál Collins, UCD
Dr Christine Cross and Dr Caroline Murphy, UL
Presentation on behalf of Dr Christine Aumayr-Pintar by Dr Isabella
Biletta, Eurofound

15.30 - 15:45 *Break for Tea/Coffee*

Session Three: Rising to the challenge - finding solutions and closing the gap

15:45 - 17:40 *Presentations and panel discussion, followed by Q&A from floor*

Orla O'Connor, Director, National Women's Council of Ireland
Áine Myler, Director General of the Society of Chartered Surveyors in
Ireland
Mary Connaughton, Director, CIPD Ireland

Dr Kara McGann, Senior Policy Executive, Ibec
Patricia King, General Secretary, Irish Congress of Trade Unions
Emma Kerins, EU and International Affairs Manager, Chambers Ireland
Senator Ivana Bacik
Emily Logan, Chief Commissioner, IHREC

Session Four: Closing remarks

17:40 - 18.00 Minister of State with special responsibility for Equality, Immigration and Integration, Mr David Stanton TD

Speaker Biographies

Mr Charles Flanagan TD
Minister for Justice & Equality



Charlie Flanagan was appointed Minister for Justice and Equality in June 2017, having previously served as Minister for Foreign Affairs and Trade (2014-2017) and Minister for Children and Youth Affairs (2014).

He was first elected to represent Laois-Offaly in Dáil Éireann in 1987 and was a member of Laois County Council from 1987 to 2004. He served as Chairperson of the Fine Gael Parliamentary Party 2011-2014 and was the leader of the Fine Gael group at the Constitutional Convention.

He served as Fine Gael Chief Whip 2000-2002 and was Fine Gael Spokesperson on Children and Youth Affairs (2010-2011), Justice, Equality and Defence (2007-2010) and Northern Ireland (1997-2000).

He chaired inter alia the Oireachtas Sub-Committee on Legislation and Security (1994-1997) and was Vice-Chair of the British-Irish Parliamentary group from 1997-2000.

Minister Flanagan has a long interest in gender equality policy and served as Vice-Chair of the Oireachtas Joint Committee on Women's Rights (1995-1997).

He holds a BA degree in History and Politics from UCD and practiced for many years as a solicitor (qualifying at the Incorporated Law Society of Ireland following his primary degree).

Minister Flanagan lives in Portlaoise with his wife Mary. He has two daughters, Olwyn and Sophie.



Ms Heather Humphreys TD
Minister for Business, Enterprise & Innovation

Heather was first appointed to Cabinet in July 2014. She was elected to Dáil Éireann in the 2011 general election and was the first woman ever to be elected for Fine Gael in the Cavan-Monaghan constituency. She was also the first rural TD in seven years to be appointed to the position of Minister in the Department of Business, Enterprise and Innovation. Heather first became involved in politics when she was co-opted on to Monaghan County Council in 2003 and was twice re-elected in 2004 and 2009.

She worked with Ulster Bank and prior to her election to Dáil Éireann she was Manager of Cootehill Credit Union. Heather's financial experience in both personal and business matters combined with a rural background makes her a strong voice for businesses in rural Ireland. Having spent most of her life in the border area, Heather is also acutely aware of the challenges facing SMEs as a result of Brexit.

As Minister for Arts, Heritage and the Gaeltacht, Heather led the successful 2016 Centenary Programme and during her time as Minister with responsibility for rural affairs, she launched the Action Plan for Rural Development. Prior to being appointed to Cabinet, Heather served as a member of the Joint Oireachtas Committee on Finance, Public Expenditure & Reform.

Mr David Stanton TD
Minister of State for Justice



David Stanton is a Fine Gael politician who has served as Minister of State for Justice since May 2016. He has been a Teachta Dála (TD) since 1997, currently for the Cork East constituency. Stanton was born in County Cork. He was educated at St. Colman's Vocational School, Midleton; Sharman Crawford Technical Institute, Cork and University College Cork where he received a Bachelor of Arts degree in Sociology and Mathematical Studies. Before entering politics, he was a woodwork and technical drawing teacher and a career guidance counsellor in St. Colman's Community College in Midleton. Stanton was first elected to Dáil Éireann at the 1997 general election and has been re-elected at every general election since. He was party spokesperson on Social and Family Affairs, and Equality from 2004 to 2007. Prior to this he acted as deputy spokesperson on Education and Science, and spokesperson on Labour Affairs, Consumer Rights and Trade from 1997 to 2002. From 2007 to 2010, he was party Assistant Chief Whip (Dáil Reform) with special responsibility for Disability Issues. In July 2010, he was appointed party spokesperson on Defence. On 19 May 2016, Stanton was appointed Minister of State for Justice with special responsibility for Equality, Immigration, and Integration. Minister of State Stanton jointly published the National Strategy for Women and Girls 2017-2020 with the then Tánaiste last year and is currently Chair of the steering committee.



Andy Klom
Deputy Head of the European Commission Representation in Dublin

Andy Klom is the Deputy Head of the European Commission Representation in Ireland (Dublin), where he arrived in September 2016. The Representation is the local office of the European Commission in Ireland. Its role is to explain how EU policies affect Ireland, be a source of EU-related information for government authorities and stakeholders, offer press & media services, speak for the Commission as its voice in Ireland, and report back to HQ in Brussels on important political, economic and social developments.

Andy has been Acting Head of the EC Regional Representation in Marseille (France) during 2016, Head of the EC Representation in The Hague (Netherlands) during 2012-2015, and Head of the EC Regional Representation in Cardiff (Wales, UK) during 2005-2012. He has worked for the European Commission since 1993, where he covered relations with Argentina, Brazil and Mercosur for many years.

During 2003-2004 Andy served as Visiting Professor at the Lyndon B. Johnson School of Public Affairs, University of Texas at Austin, and during 2008-2012 as Honorary Research Fellow at the Cardiff School of European Studies. He studied Political Science and European Studies at the University of Amsterdam, and International Relations at the Clingendael Institute in The Hague.

Cathal Mac Coille
Broadcaster and journalist



Before his retirement in July 2017, Cathal Mac Coille was a presenter with RTÉ, where he presented Morning Ireland between 2001 and 2017. He joined RTÉ in 1996, holding a variety of roles, including journalist on the RTÉ Belfast staff and RTÉ Nuacht desk and as a researcher on RTÉ radio. In his early career he was a political correspondent for TG4 and assistant editor of the Sunday Tribune. He studied history at University College Dublin. He is currently a columnist at Tuairisc.ie



Dr Orlaigh Quinn
Secretary General, Department of Business, Enterprise & Innovation

Orlaigh is the first woman to be appointed as Secretary General of the Department of Business, Enterprise and Innovation in October 2016. Her role is to support Government and lead the Department and its offices and agencies in encouraging the creation of high quality and sustainable full employment; by championing innovation and enterprise, supporting and incentivising a competitive enterprise base, and promoting fair and competitive employment and markets.

Prior to her current role, she was Director of Reform in the Department of Public Expenditure and Reform where she led on public sector reform, civil service renewal and government reform. She has also worked in several other public sector organisations, including the Department of Social Protection as HR Director, Head of National Pensions and EU/International Affairs; the Department of Arts, Culture and the Gaeltacht and the Central Statistics Office. At international level, she has worked for the European Commission, as an expert on employment and social policy.

She is a former Visiting Research Fellow of Trinity College Dublin and holds a Masters in Public Management and a Doctorate in Governance from Queen's University Belfast. She is the author of two books on public policy topics.

Morgan O'Donnell
Statistician, CSO



Morgan O'Donnell is a Statistician in the Labour Market and Earnings Division of the Central Statistics Office, working primarily on Structure of Earnings Statistics for Ireland. He has also worked within the Methodology and Agriculture divisions in the CSO. Prior to joining the CSO in 2008 Morgan worked as an Auditor in the Office of the Comptroller and Auditor General. Morgan is a qualified accountant and a member of the Chartered Accountants of Ireland. He completed a Bachelor of Commerce in University College Cork in 2002.

The Central Statistics Office is Ireland's national statistical office. The mandate of the CSO is "The collection, compilation, extraction and dissemination for statistical purposes of information relating to economic, social and general activities and conditions in the State". The CSO is also responsible for coordinating the official statistics of other public authorities and for developing the statistical potential of administrative records.



Dr Micheál Collins, UCD
Assistant Professor of Social Policy at School of Social Policy, Social Work and Social Justice, University College Dublin

Dr Micheál Collins is Assistant Professor of Social Policy at School of Social Policy, Social Work and Social Justice, University College Dublin. Prior to that, he was a Senior Economist at the Nevin Economic Research Institute (NERI). His main research interests and publications are in the areas of income distribution, taxation, redistribution, economic evaluation and public policy.

He was a member of the Commission on Taxation (2008-2009) and the Government's Advisory Group on Tax and Social Welfare (2011-2014). He is a former chair of the Irish Social Policy Association (ISPA) and the Regional Studies Association (RSA) of Ireland. He is currently a member of the National Competitiveness Council, the TCD Pensions Policy Research Group and the Living Wage Technical Group.

Micheál is a native of Ennis in Co. Clare and a graduate of NUI Galway, UCC and the University of Dublin, Trinity College. He is a fellow of the Regional Studies Association (FeRSA).

Dr Christine Cross
Head of Department, Personnel and Employment Relations
Kemmy Business School, University of Limerick



Dr Christine Cross is Head of Department, Personnel and Employment Relations and a Senior Lecturer in Organisational Behaviour and Human Resource Management at the Kemmy Business School, University of Limerick. Prior to joining UL she worked for a number of multinational organisations in both management and human resource management roles. This experience has led to a wide range of research, consultancy and publication interests covering areas such as investigating the glass ceiling, women's labour force participation and the workforce experiences of immigrants. Her work is published in leading international journals and she has edited three third level textbooks. Recent research projects include being Principal Investigator on a European Commission funded project examining gender equality in decision-making. Christine is also a co-director of the Age in the Workplace Research Network (AWR-net). This network focuses on researching multiple issues associated with age in the workplace.



Dr Caroline Murphy
Lecturer in Employment Relations
Kemmy Business School, University of Limerick

Dr. Caroline Murphy is a Lecturer in Employment Relations with the Department of Personnel and Employment Relations at the Kemmy Business School, University of Limerick. She lectures in Employment Relations, Human Resource Management, and Human Resource Analytics. Caroline has extensive experience in teaching at undergraduate, post-graduate and post experience levels, and in the delivery of courses to specific industry groups. She has undertaken significant consultancy in the areas of performance management and competency framework development. She has worked on a variety of research projects including: Union Organising in Ireland (2008-2010 funded by the Industrial Relations Research Trust, Trinity College Dublin), A Study of Workplace Bullying in Ireland (2011-2012, funded by the INMO), Gender Equality in Decision-Making (2014-2016, funded by the European Commission), A Study of Zero Hours Work in Ireland (2015, funded by the Department of Jobs, Enterprise and Innovation) and Reconciling Employment and Eldercare Together (2016, funded by the Irish Research Council). Her current research interests include precarious employment, female labour market participation, formal and informal care work, employee representation, and HR Analytics.

Dr Christine Aumayr-Pintar and Dr Isabella Biletta
EuroFound



Christine Aumayr-Pintar is a research manager in the Working Life unit at Eurofound. She manages the quarterly reporting from the European Observatory of Working Life (EurWORK) and its associated products, in cooperation with Eurofound's European network of European correspondents. She also works in the areas of pay and industrial relations and contributes to sectoral representativeness studies. Before joining Eurofound in 2009, she worked as a researcher in labour markets and regional economics at Joanneum Research, Austria. She studied economics in Graz, Vienna and Jönköping and holds a Master's Degree and a PhD in Economics.

Isabella Biletta is a research manager in the Working Life unit at Eurofound, responsible for several research projects addressing both industrial relations and working conditions trends and developments in Europe. Her main research areas are undeclared work, atypical and fraudulent forms of work, flexicurity, developments in social partner organisations, working conditions and industrial relations in central public administration. She participates in various analyses of the European Working Conditions Survey (EWCS) data, analysing for example gender and employment security issues. A graduate in international private and public law, she was previously a lecturer at the law department of Nanterre University (Paris X). Also a graduate of the French National School of Administration and a former French civil servant, she has extensive experience in labour and employment policies.



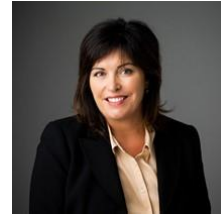
Orla O'Connor
Director, National Women's Council of Ireland

Orla O'Connor is Director of the National Women's Council of Ireland (NWCI), the leading national women's membership organisation in Ireland, with over 180 member groups. Orla holds an MA in European Social Policy, and after starting out in local community based projects, has worked in senior management in non-governmental organisations for over 25 years. Orla represents NWCI in a wide range of national and international fora. Orla is a feminist, and an expert in the policies needed to progress women's equality in Ireland. She is an accomplished public speaker, with a strong analysis of public policy. Orla has led numerous high level, successful campaigns on a wide range of issues on women's rights, including social welfare reform, pension reform and for the introduction of quality and affordable childcare.

Áine Myler

Director General, Society of Chartered Surveyors in Ireland

Áine Myler is the Director General of the Society of Chartered Surveyors Ireland, the largest body representing professionals in the property, land and construction sectors in Ireland. A chartered surveyor by profession, and Fellow of the Society, she previously spent 25 years working as a property consultant in commercial services, representing a diverse range of clients from Local Authorities, Charities, Banks, and Private and Corporate business.



Áine served as President of the Irish Auctioneers & Valuers Institute from 2009 to 2010 and was part of the implementation team which oversaw the successful merger with SCS in 2011. She holds a Masters Degree in Planning & Development Economics.



Mary Connaughton M.A., FCIPD

Director, CIPD Ireland

Mary Connaughton is Director of CIPD in Ireland and is a Chartered Fellow of the Institute. She is passionate about developing people and workplaces to be at their best, and is leading the development and contribution of the HR profession in Ireland, and how it adapts and champions better work and working lives.

Mary has a wealth of HR experience having previously headed up HR Development services in Ibec, where she worked with leaders on the development of HR practices. She started her career as a Psychologist in the civil service, and then moved to FAS and Bank of Ireland Life working on training and development interventions, before moving into consulting where she worked across the public and private sectors on strategic HR and leadership development initiatives.

Dr Kara McGann

Senior Policy Executive, Ibec

Dr Kara McGann is a Senior Labour Market Policy Executive at Ibec. Kara is responsible for developing policy and representing employers on labour market issues ranging from diversity and inclusion, education and skills to labour market activation.



Prior to joining Ibec in 2008, Kara worked for a number of years as an organisational psychologist and human resources manager in industry and lectured at undergraduate, postgraduate and executive level.

Kara holds a PhD in psychology from UCD, and her research areas include gender balance and leadership. She is also a board member of Skillnets.



Patricia King

General Secretary, Irish Congress of Trade Unions

Patricia King is the General Secretary of ICTU. She is a former vice-President of SIPTU and also served as one of two vice-Presidents of Congress. A full time official with SIPTU for over 25 years, she was the first woman to serve as a national officer of the union when she was appointed vice-President, in May 2010. She has represented workers in all areas of the economy, in both the public and private sectors.

Patricia was a lead negotiator in both the Croke Park and Haddington Road agreements and is a member of the National Oversight Body tasked with implementation of the latter agreement. She played a leading role in the Irish Ferries dispute (2005/6) and in subsequent negotiations that saw an overhaul of employment rights law and the establishment of the National Employment Rights Authority (NERA). Patricia currently serves on the boards of the Dublin Airport Authority (DAA) and the Apprenticeship Council.

Emma Kerins

EU and International Affairs Manager, Chambers Ireland

Having worked with Chambers Ireland since 2014, Emma was appointed EU and International Affairs Manager in December 2017, where she manages Chamber projects and leads on international trade policy, EU affairs and engagement with Chambers Ireland partner organisations Eurochambres and the International Chamber of Commerce. Prior to working in Chambers Ireland, Emma has previously worked as a political advisor in the Houses of the Oireachtas, with the National Women's Council of New Zealand and for a number of NGOs in Australia and Northern Ireland. She also studied law to Masters level at the University of Limerick and Queen's University Belfast and has a postgraduate diploma from the PRII in public relations.



Senator Ivana Bacik

Ivana Bacik, LLB, LLM (Lond), BL, FTCD, is the Reid Professor of Criminal Law, Criminology and Penology at Trinity College Dublin (previously held by Mary Robinson and President Mary McAleese). She is a qualified Barrister, and a Senior Lecturer and Fellow of Trinity College Dublin (elected in 2005).

Senator Bacik was first elected a Senator for the University of Dublin constituency of Seanad Éireann in July 2007. She has been Leader of the Labour Party in the Seanad since 2011.

Emily Logan
Chief Commissioner, IHREC



Emily Logan is the first Chief Commissioner of the Irish Human Rights and Equality Commission appointed by President Michael D Higgins on 31 October 2014.

In the decade prior to her appointment, Ms Logan served as Ireland's first Ombudsman for Children, accounting directly to the Oireachtas.

In 2008, she was appointed by her peers to the position of President of the European Network of Ombudsmen for Children. In 2013 she was appointed in a personal capacity by the Minister for Justice to undertake a statutory inquiry into the taking into care of two children from two Roma families by An Garda Síochána.

She has twenty five years management experience in Ireland and the UK and has held two senior positions in public administration: Director of Nursing at Crumlin Children's Hospital and Director of Nursing at Tallaght Hospital, following her time as Directorate Manager in Great Ormond Street Hospital London. Ms Logan graduated from Queens University with an LLM in Human Rights Law, University College Dublin with an MBA and Diploma in Mediation, and from City University London with an MSc in Psychology. She was awarded two honorary Degrees of Doctor of Laws (LLD) from University College Dublin and the National University of Ireland, Maynooth.

Concept Note

Introduction

In 2014, the average hourly pay of women and of men in Ireland differed by 13.9%. There is no sector of the Irish economy in which a gender pay gap does not manifest itself. There are few occupations in which, on average, women's hourly pay is less than that of men's. Elimination of the gender pay gap remains a major challenge and an obstacle to the realisation of gender equality in Ireland. It also masks a significant area of opportunity. McKinsey Global Institute has assessed the increase in global GDP that could accrue by 2025, if every country matched the progress towards gender parity of its fastest-improving neighbour, at US\$12 trillion. If women and men were to play identical roles in labour markets, this increase in global growth has the potential to more than double, to US\$28 trillion. Both for reasons of equality and of economic growth, closing the gender pay gap therefore constitutes a political priority.

The Government has reflected this priority in commitments given in its Programme for a Partnership Government. To advance these commitments, the Department of Business, Enterprise and Innovation and the Department of Justice and Equality will convene the Symposium, "**Rising to the challenge - addressing Ireland's gender pay gap**", on **10 January 2017** at **Iveagh House, St Stephen's Green**.

The symposium is being undertaken as part of a broader set of initiatives in the National Strategy for Women and Girls 2017-2020 aiming to reduce the gender pay gap. These measures include initiating dialogue between union and employer stakeholders to address the gender pay gap; developing and promoting practical information resources to explain and increase understanding of the multifaceted aspects of the gender pay gap and its causes; developing practical tools to assist employers to calculate the gender pay gap in their organisations and to consider its aspects and causes; and promoting wage transparency by requiring companies of 50 or more employees to complete a wage survey periodically and report the results.

The symposium is expected to contribute towards making permanent, systemic changes to advance gender equality in Irish society. Audience participation will be an important element of the day. The event will draw together expert speakers and an invited audience to consider aspects of the gender pay gap in Ireland, to identify measures with the potential to reduce this gap, including the supports and tools needed by various stakeholders to examine and respond to the problem and the roles wage transparency measures and wage surveys might play. Symposium participants will also have available to them the summary findings of a public consultation on the gender pay gap, carried out by the Department of Justice and Equality between August and October 2017.

Our **Moderator** is broadcaster and journalist [Cathal Mac Coille](#).

Session One – ‘The gender pay gap – a time for leadership’

Proceedings will be opened by the [Minister for Justice and Equality, Mr Charles Flanagan, T.D.](#), who will present the summary findings of the recent public consultation on the gender pay gap, and by the [Minister for Business, Enterprise and Innovation, Ms Heather Humphreys, T.D.](#) who will reflect on promoting entrepreneurship and leadership from the start and on the benefits to business of reducing the gender pay gap. [Andy Klom](#), Deputy Head of the European Commission Representation in Dublin will reflect on the European Commission’s recently-announced EU Action Plan on the gender pay gap. [Dr Orlaigh Quinn](#), Secretary General, Department of Business, Enterprise and Innovation will reflect on civil service renewal and actions in relation to women and senior roles.

Session Two – ‘Understanding the context and finding the gap’

Statistician [Morgan O’Donnell](#) of the Central Statistics Office will set the scene for the day’s discussions by outlining the information available on men’s and women’s participation in the labour market and the features of the gender pay gap.

He will be followed by a group of speakers who will focus on analysis of the data available and what it tells us about the gender pay gap and ways in which it may be tackled. [Dr Micheál Collins](#), Assistant Professor of Social Policy, University College Dublin, will consider the Irish context for the gender pay gap and key questions of policy that arise in attempting to address the issue. [Dr Isabella Biletta](#), on behalf of [Dr Christine Aumayr-Pintar](#), Research Manager with the European Foundation for the Improvement of Living and Working Conditions, Eurofound, will explore pay inequalities and new developments about pay transparency measures. [Dr Christine Cross](#) and [Dr Caroline Murphy](#), University of Limerick will present the findings of their research into the gender pay difference in different occupations in Ireland.

Audience participation is encouraged and there will be an opportunity for discussion and questions from the floor, facilitated by the moderator during this session.

Issues for discussion

- What appear to be the main features of the gender pay gap in Ireland?
- How does the situation in Ireland differ from other EU countries? Where are the greatest similarities?
- Which factors are most influential in the persistence of the gap?
- The principle of equal pay for equal work or work of equal value is set out in law. In the continued existence of the gender pay gap in Ireland, how important a factor is non-compliance by employers?

Session Three – ‘Rising to the challenge – finding solutions and closing the gap’

How can the gender pay gap be tackled and reduced? This session will hear views from a range of stakeholders about their priorities and suggestions.

Director of the National Women’s Council of Ireland, [Orla O’Connor](#), will speak of its membership’s concerns regarding the gender pay gap and its views on ways forward. President of the Society of Chartered Surveyors in Ireland, [Colin Bray](#) and its Director General, [Áine Myler](#) will explain how the Society has been monitoring pay within the profession from a gender perspective and the findings they have noted. [Mary Connaughton](#), Director of the Chartered Institute of Personnel and Development Ireland, will speak about human resource management approaches to addressing the gender pay gap. [Dr Kara McGann](#), senior policy executive with Ibec and [Emma Kerins](#), representing Chambers Ireland will reflect on employers’ responses to the gender pay gap. From the Irish Congress of Trade Unions we will hear from General Secretary [Patricia King](#). From the Oireachtas, [Senator Ivana Bacik](#) will reflect on the potential impact of legal measures to encourage positive change. We will also hear from [Emily Logan](#), Chief Commissioner of the Irish Human Rights and Equality Commission, which has a range of relevant statutory functions to bring about change through legal means, policy and legislative advice, awareness and education and partnerships across civil society.

Audience participation during this session is encouraged and there will be opportunities for discussion and questions from the floor, facilitated by the moderator.

Issues for discussion

- With a focus on the factors creating the gender pay gap, what actions need to be taken to reduce the gap?
- How can the various stakeholders – employers, trade unions, civil society, educators, parents, employees and prospective employees, government and equality bodies – contribute and take action to address the various factors contributing to the gender pay gap?

Session Four – Closing remarks

The **final address** will be given by the [Minister of State with responsibility for Equality, Immigration and Integration, Mr. David Stanton, T.D.](#), who will draw proceedings to a close by summarising major issues raised, reflecting on current developments and looking at the potential to move things forward.

