



Submission to the Low Pay Commission Consultation Process 2016

Name

Organisation

Chambers Ireland

Are you (Please tick)

- Employer
- Employee
- NGO
- Union

Business Representative Body

Size of Organisation
(Number of Employees)

- 0-10
- 11-25
- 26-50
- 51-100
- 100+

Submission Topic
(Please tick all that apply)

- The appropriateness of the current sub-minima rates with regard to their impact on youth unemployment rates and participation in education
- The National Minimum Wage
- The underlying reasons for the preponderance of women on minimum wage



Chambers Ireland Submission to the Low Pay Commission on the Preponderance of Women in Low Paid Jobs

11th March 2016



In relation to the Commission's question on the underlying reasons for the preponderance of women on minimum wage, Chambers Ireland would point to the inadequate and high cost provision of childcare facilities in Ireland.

According to a report by the Department of Education on OECD 2014 indicators, the figures on women's employment suggest a pervasiveness of disincentives in relation to employment for women with lower levels of education (and correspondingly lower levels of pay from work if they were employed in the labour market). We would point to the cost and quality of childcare as one such disincentive having a major impact on women's employment choices.

Irish parents pay some of the highest childcare costs in the world. The cost of childcare in Ireland is over 20% above the OECD average as a percentage of family income. For many families, and particularly lone parents, the cost of childcare is a major barrier to employment. OECD figures show that on average 2-parent families (both parents working) with 2 children before school-age pay one quarter or more of take-home pay on childcare. As primary carer responsibilities regularly fall to women, it often makes more economic sense for women to find work in the informal economy or a flexible, low paid position, rather than pay for full-time childcare. From a business perspective this has detrimental effects to the economy in a number of ways.