

# Gender Pay Gap Report 2022



# Contents

1. Introduction
2. About us
  - Local government in Ireland
  - South Dublin County Council
3. Gender Pay Gap reporting
  - Gender Pay Gap reporting 2022
  - Who is included?
  - What do we mean by the Gender Pay Gap?
  - Mean and Median Gender Pay Gaps
  - Quartiles
  - Bonus and benefit-in kind
  - Factors that can have an impact on the Gender Pay Gap
4. Our figures
  - All employees
  - Part-time employees
  - Temporary employees
5. Other payments
  - Benefit-in kind
  - Bonus payments
6. How we are supporting gender equality

# 1. Introduction

I welcome this first report on South Dublin County Council's Gender Pay Gap as it very positively demonstrates the importance of having a diverse workforce and an inclusive culture for the contribution these make to the organisation in achieving our strategic goals and enhancing problem-solving, collaboration and decision-making.

It is important to state at the outset that the Gender Pay Gap does not examine equal pay. Every employee, regardless of gender, is paid equally for work that is the same or similar or for work of equal value. The Gender Pay Gap measures the different between the average earning of women and men in the workforce. A positive gender pay gap means that on average, males occupy more higher paid roles over females, and vice-versa.

2022 is our first year of reporting this information. The report reveals a negative Gender Pay Gap at -3.06%, meaning that on average, females are paid 3% more than males. While the overall representation between males and females across the organisation is relatively even at 54% / 46% male / female, there are shifts in profiles at certain grades.

Building a diverse and inclusive workforce require a constant focus and remains an ongoing commitment within South Dublin County Council. This report highlights the existing priorities to continue to actively support this objective and looks ahead to our future areas of focus. We will continue to work with our colleagues across the sector to share best practice in this regard.



**Daniel McLoughlin**  
**Chief Executive**

## 2. About us

South Dublin County Council employs a workforce of approximately 1,350 employees and serves a population of just under 299,793 residents, according to the 2022 Census. We work to enhance the county's attraction as a place in which to invest, work, and live, and takes the lead role in shaping the strategic vision of the county. The Council provides a diverse and evolving range of services to citizens, businesses and visitors which include the provision of housing, planning, development, environmental, transportation, leisure and community services.

As well as being a provider of local democracy, local authority services make a significant contribution to the physical, cultural, social and environmental development of communities and include housing, planning, infrastructure, environmental protection and the provision of amenities and recreation and community infrastructure. We play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise, working in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services.

Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource. They come from a wide range of backgrounds with diverse skill sets, qualifications and experience. Roles in the organisation include:

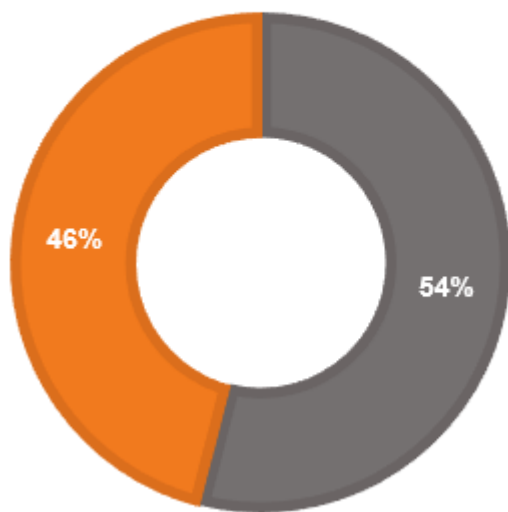
|                      |                           |
|----------------------|---------------------------|
| Accountants          | IT Programmers / Analysts |
| Administrators       | Landscape architects      |
| Apprenticeships      | Library services          |
| Architects           | Management                |
| Arts officers        | Planners                  |
| Cleaners             | Porters                   |
| Community Officers   | Quantity Surveyors        |
| Conservation Officer | Scientists                |
| Drivers              | Solicitors                |
| Engineers            | Sports officers           |
| General Operatives   | Technicians               |
| Graduates            | Trades people             |
| Health and Safety    | Wardens                   |
| Inspectors           |                           |

Working for South Dublin County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for South County Dublin. Everything we do in South Dublin County Council is geared towards making South County Dublin a great place to live and work and our employees play a vital role in that ambition.

**SOUTH DUBLIN COUNTY COUNCIL % OF ALL EMPLOYEES BY GENDER**

30.06.22

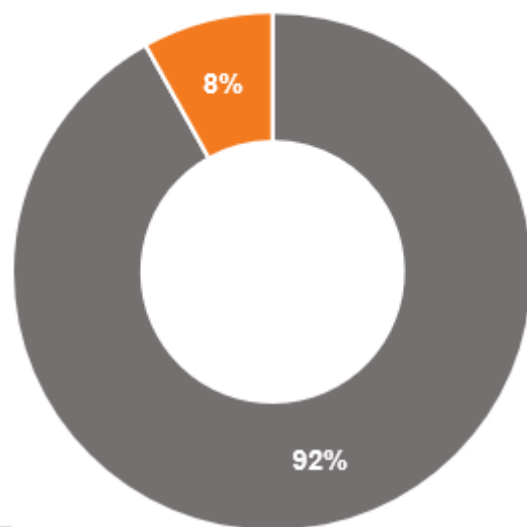
■ % Male ■ % Female



**SOUTH DUBLIN COUNTY COUNCIL % OF ALL EMPLOYEES BY FULL-TIME/PART-TIME**

30.06.22

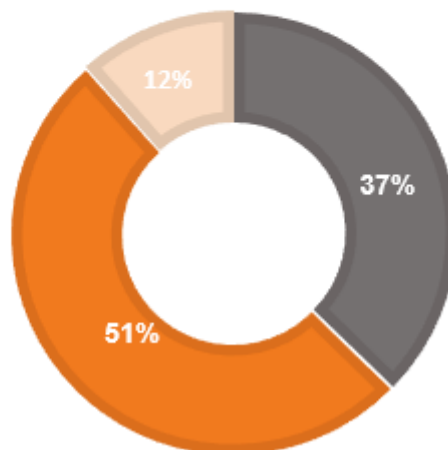
■ % Full-time ■ % Part-time



**SOUTH DUBLIN COUNTY COUNCIL % OF ALL EMPLOYEES BY JOB CATEGORY**

30.06.22

■ % General Service  
■ % Management & Administrative  
■ % Professional & Technical



# 3. Gender Pay Gap Reporting

## Gender pay gap reporting 2022

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2022 is the first year that organisations will have to report on their Gender Pay Gap.

Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2022. Organisations have six months to prepare their calculations, before reporting six months later during December 2022. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public.

## Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

## What do we mean by the gender pay gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the local government sector are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay. Rates of pay within the sector are agreed through national wage agreements negotiated regularly

between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at [www.localgovernmentjobs.ie](http://www.localgovernmentjobs.ie)

## Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

| Mean Gender Pay Gap  |
|--|
| <p>This shows the % difference between the<br/>average hourly rate of pay for males<br/>and<br/>average hourly rate of pay for females</p> $\frac{(\text{average male hourly rate}) - (\text{average female hourly rate}) \times 100}{\text{average male hourly rate}}$        |
| Median Gender Pay Gap  |
| <p>This shows the % difference between the<br/>median hourly rate of pay for males<br/>and<br/>median hourly rate of pay for females</p> $\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates}) \times 100}{\text{median of male hourly rates}}$ |

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the

average hourly rate of males is higher than the average hourly rate of females on the snapshot date

The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

## **Quartile Pay Bands**

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation.

Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.



In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage for example, percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

## **Bonus and benefit-in-kind**

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector. Benefit in Kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

## **Factors that can have an impact on the gender pay gap**

As mentioned, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.

- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy more higher paid roles than females.

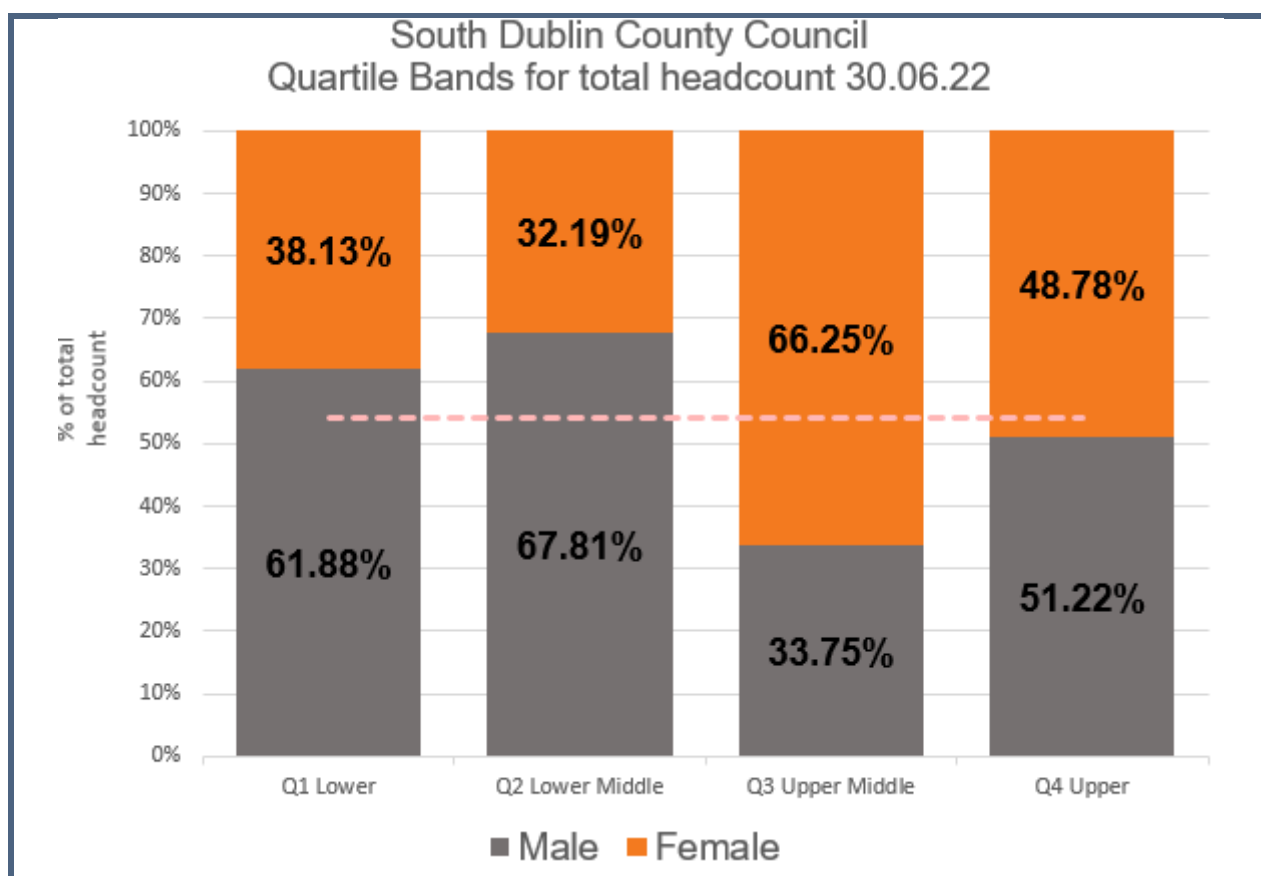
If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy more higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

# 4. Our figures

## Mean and Median Gender Pay Gap and Pay Band Quartiles– all employees

| South Dublin County Council Gender pay gap 2022<br>All employees for the reporting period to 30 June 2022 |                       |
|---|-----------------------|
| Mean Gender Pay Gap   | Median Gender Pay Gap |
| -3.06%  | -12.07%               |



Note: 54% / 46% male/female is the gender breakdown of all employees on 30 June 2022. This is shown in the dotted line above

The **Mean Gender Pay Gap** shows that on average, females are paid 3% more than males. The **Median Gender Pay Gap** shows that the median rate of pay for females is 12% higher than the median rate of pay for males.

Looking at the distribution of employees across the four **Quartile Pay Bands** helps us examine pay at different levels of the organisation.

These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

The split for each of the four quartiles shown above is broadly in line with our workforce demographics of 54% male and 46% female which is representative of a higher than normal female representation. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile.

There is a higher proportion of males in Band 1 and Band 2, reflecting that there are proportionately more males at lower and lower middle grades. There is an equal proportion of males and females in the Band 4 (senior grades) which is to be welcomed and reflects significant progress on gender balance in senior roles. Both more males at the lower grades and more females at higher grades can affect the mean and median pay gaps.

## Mean and Median Gender Pay Gap – part-time employees

| South Dublin County Council Gender pay gap 2022<br>Part-time employees for the reporting period to 30 June 2022 |                       |
|---|-----------------------|
| Mean Gender Pay Gap   | Median Gender Pay Gap |
| -12.48%   | -6.21%                |

Approximately 9% of all our employees on 30 June were working part-time. Of these, 9% are male and 91% are female.

Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up in administrative and clerical job categories.

## Mean and Median Gender Pay Gap – Temporary employees

| South Dublin County Council Gender pay gap 2022<br>Temporary employees for the reporting period to 30 June 2022 |                       |
|---|-----------------------|
| Mean Gender Pay Gap   | Median Gender Pay Gap |
| -23.96%   | -17.45%               |

On 30 June 2022, 3% of our employees were employed on temporary contracts. Of these, the majority, 58%, are male and 42% are female. These contracts include temporary / seasonal employees such as general operatives and drivers, as well as graduate engineers, planners and scientists.

# 5. Other payments

## **Benefit in kind**

On 30 June 2002 13% of male employees received a Benefit in Kind payment and 6% of females received a Benefit in Kind payment.

## **Bonus payment**

Bonus payments do not feature as part of pay in the local government sector.

# 6. How we are supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, 2022 is the first year that South Dublin County Council has reported on the gender pay gap, but equality, diversity and inclusion continues to be part of the way we work.

## **Fair and transparent recruitment practices**

- As an equal opportunities employer, we work to promote a culture of equality and we work hard to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.
- All Interview Boards are gender balanced and all Interview Boards receive training, including unconscious bias training, plus newly introduced disability training as part of our participation in the WAM (Willing, Able and Mentoring) Programme.
- Recruitment websites highlight family friendly and flexible working options, and job descriptions and job advertisements are gender neutral.
- We provide training and support, open to all employees to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

## Work life balance

- We offer a wide range of flexible working and leave options which are available to all employees, including flexi leave scheme, carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, work-sharing.

## Blended working

- Blended working is now a part of our flexible working policies with flexible options to combine office and home / hub working.

## Cycle to work and tax saver schemes

- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

## Learning and development

- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Education Assistance Scheme, with study and examination leave also available.
- South Dublin County Council is an accredited employer under Engineers Ireland CPD Programme, a testament to the ongoing commitment of management and staff because it means that our staff are continuously learning, growing and adapting to industry changes.
- Employee competency development is supported by the preparation of an annual Corporate Training Plan. This plan is directly informed by the Health and Safety Training Needs analysis and the Local Government Competency Framework self-assessment analysis. Each area of competency development is agreed with the line manager and included in the annual Corporate Training Plan. This means that, in so far as possible, the Corporate Training Plan is based on the individual learning needs of each employee.



## Health and wellbeing

- The health and wellbeing of all employees is paramount, and a healthy work-life balance is important for all employees. We offer comprehensive employee occupational health and wellbeing programmes including free medical health checks, a Digital Health Platform, wellbeing webinars throughout the year, and free flu vaccinations.
- The Council operates the Public Service Sick Leave Scheme.
- The Council's Staff Welfare Officer is also available to provide support to staff on a one to one, strictly confidential basis and the Employee Assistance Programme, supplements this approach with a range of supports available particularly related to mental health.
- We have developed an inclusive all employee communications app to ensure that all our employees can be communicated with regularly and to promote wellbeing initiatives.

## Dignity at work

- South Dublin County Council actively promotes and supports a culture of dignity, respect and equality. We have a Dignity at Work Policy and all employees and managers receive training and support in the implementation of the policy.

## Equality, diversity and inclusion

- South Dublin County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.
- South Dublin County Council continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.
- The Council also has an LGBTQ+ Staff Network, a Disability Advisory and Consultative Panel and employs an Access and Equality Officer and a Social Inclusion Officer.

- All Council policies are equality proofed and all publications plain English proofed.

## Human rights and equality framework

- The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.
- Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.
- South Dublin County Council has always recognised the need to promote equality of opportunity, eliminate discrimination and protect the dignity and human rights of our Staff, Elected Members, and customers alike.
- South Dublin County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.
- An assessment has been conducted of equality and human rights across all Council functions and services and the Council has developed an Action Plan on equality and human rights.
- Human rights and equality statement has been incorporated into the Council's corporate plans and strategic plans
- South Dublin County Council acknowledges the commonality of purpose stated in both the "Duty" and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the Irish Human Rights and Equality Commission (IHREC) that is, Assess, Address and Report.

## **Women in leadership**

- Our Senior Management Team comprises the following gender balance 50% Male and 50% Female and we aim to continue working on developing Women in Leadership programmes.

## **Apprenticeships and graduate development programmes**

- As part of our inclusive approach to recruitment, South Dublin County Council offers a number of apprenticeship programmes and participates as part of the Department of Further and Higher Education, Innovation and Science's Action Plan for Apprenticeships which aims to increase the number of apprenticeships within the Public Service. This includes new apprenticeship programmes linked to areas of work within local authorities, including IT and finance as well as more traditional apprenticeship areas.
- South Dublin County Council also offers a structured Graduate Development Programme across disciplines such as Climate Action, Data Analysis and Project Management and in 2023 is expanding this structured programme to encompass all graduates across the engineering, planning, architecture, scientists, and landscape architects.

## **Data collection and evidence-based policy development**

- We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the Local Government Management Agency (LGMA) and our colleagues in other local authorities to share learnings and best practice.

