



# GENDER PAY GAP REPORT

2024

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# 1. Introduction

I am pleased to publish South Dublin County Council's third annual Gender Pay Gap report, carried out in accordance with the Gender Pay Gap Information Act 2021 which requires organisations with over 150 employees to report on their Gender Pay Gap. Addressing gender pay disparities is crucial not only in the workplace but also in society at large.

Our corporate commitment to create greater opportunity for all is the foundation for everything we do. We work to remove barriers, empower people, and create real, sustainable paths forward. Every day, we act to realise greater opportunity for all — because when opportunity grows, everyone benefits.

People are at the heart of our organisation and everyone here plays their part in delivering services to our citizens to ensure that South Dublin County meets the needs and ambitions of everyone here, as a vibrant and inclusive place for people who live, visit, work and do business here now and into the future.

We are committed to fostering and maintaining an inclusive organisational culture that ensures equality of opportunity and makes all employees feel valued. This includes providing a workplace where all employees have equal opportunities for recognition and career development and are treated fairly and equitably while being supported to achieve their potential and do their best work.

A range of equality, diversity and inclusion initiatives and supports have already been initiated in this Council but we recognise there is always room for improvement. The 2024 Gender Pay Gap figures provide us with insights and learning that will inform our future plans in this regard and we look forward to collaborating with our colleagues across the sector, and beyond, to share best practices and to continue to enhance our gender-inclusive culture.

**Colm Ward**  
**Chief Executive**

December 2024

## 2. About us

### Local government in Ireland

There are 31 local authorities and 3 regional assemblies in Ireland. Local authorities are the closest and most accessible form of government to citizens. They have responsibility for the delivery of a wide range of services in their local area, with a focus on making cities, towns, villages and the countryside attractive places in which to live, work and invest. 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.

Local authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of the county or city. They also work in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services. Local authorities deliver hundreds of services and implement policy across a range of areas including:

Arts and culture	Libraries
Climate action	Parks and open spaces
Community development	Public Realm maintenance
Economic development	Planning
Environmental protection	Roads and transport
Housing provision	Tourism
Major Emergency Management	Sports & Recreation

Local authority employees come from a wide range of backgrounds with diverse skill sets, qualifications and experience. Roles in the sector include:

Accountants	Inspectors
Administrators	Information technology
Apprenticeships	Library services
Architects	Planners
Cleaners	Porters
Clerical & administrative staff	Senior management roles
Community works	Solicitors
Data Analysts	Technic
Drivers	
Engineers	
Financial Accountants	
General Operatives and tradespeople	
Graduates	

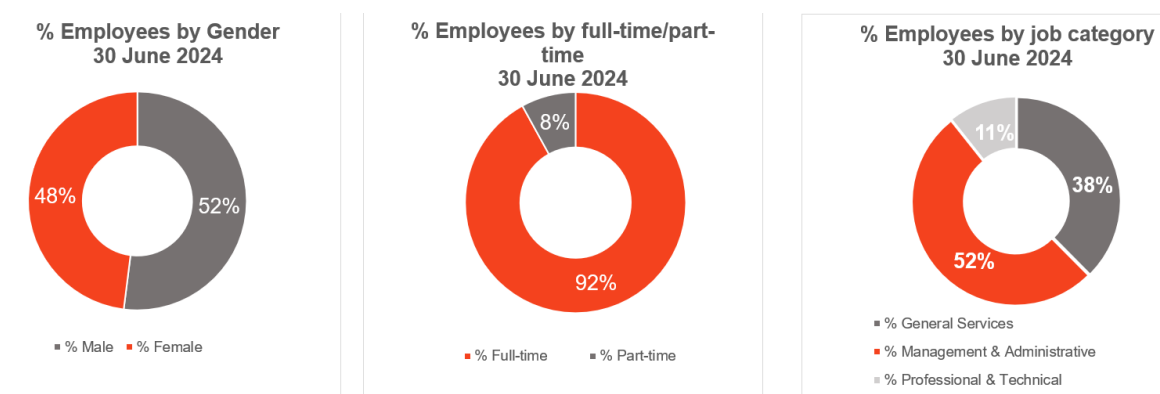
Working for South Dublin County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for the County. Everything we do in South Dublin County Council is geared towards making the County a great place to live and work and our employees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

## South Dublin County Council

South Dublin County boasts stunning natural landscapes, excellent amenities, and vibrant urban and rural communities, offering a high quality of life with rich cultural and sporting activities. Working for South Dublin County Council allows employees to gain valuable experience in local government and make a tangible impact on local communities. Our mission is to make South Dublin County an inclusive and great place live, visit and work, with our employees playing a crucial role in this goal.

We employ over 1,400 staff across civic offices, libraries, and depots throughout the county. Our workforce's diversity mirrors that of the population we serve, comprising general services/tradespeople, management/administrative, and professional/technical staff. Together, we provide a wide range of services to a growing population of over 300,000 people and more than 7,000 businesses. We collaborate with elected representatives, service providers, and local communities to foster the county's development as a desirable place to live, work, visit, and invest.

Our employees work in a dynamic and progressive local authority which promotes training and development of our employees who are our most valuable resource.



### **3. Gender Pay Gap Reporting**

#### **Gender pay gap reporting 2024**

The Gender Pay Gap Information Act, 2021 requires organisations with over 150 employees to report on their Gender Pay Gap. 2024 is the third 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 2024. Organisations have six months to prepare their calculations, before reporting six months later during December 2024. 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**

This shows the % difference between the  
average hourly rate of pay for males  
and  
average hourly rate of pay for females

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$$

**MEDIAN GENDER PAY GAP**

This shows the % difference between the  
median hourly rate of pay for males  
and  
median hourly rate of pay for females

$$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$$

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 e.g. 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.

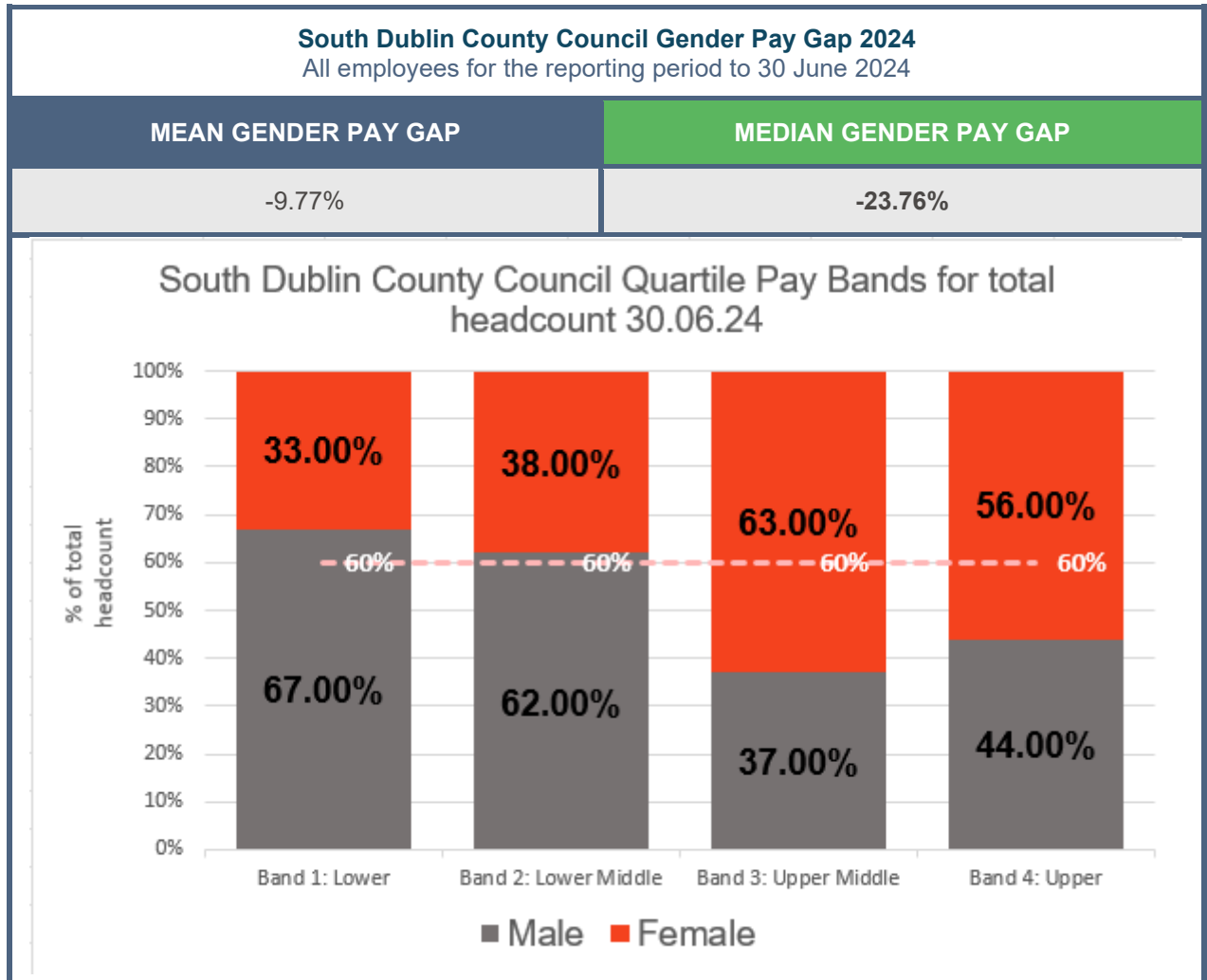
If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

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 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 - All employees



Note: 52%:48% (male:female) is the gender breakdown of all employees on 30 June 2024.

The Mean Gender Pay Gap shows that on average, females are paid 9.77% more than males. The Median Gender Pay Gap shows that the median rate of pay for females is 23.76% 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 4 quartiles shown above is broadly in line with our workforce demographics of 52% male and 48% female. 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 grades. There is also a higher proportion of in Band 3 and in the Band 4, reflecting that there are proportionately more females in higher grades. These percentages in gender breakdown in senior grades is to be welcomed and reflects progress on gender balance in senior roles. Both more males the lower grades and fewer females at higher grades can affect the mean and median pay gaps.

### Mean and Median Gender Pay Gap - Part-time employees

<b>South Dublin County Council Gender pay gap 2024</b> Part-time employees for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-22.03%	-30.96%

Approximately 8% of all our employees on 30 June were working part-time. Of these, 15% are male and 85% 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 of in administrative and clerical job categories. Another factor is job categories where part-time work is an occupational feature of the role, including the library service and school wardens.

### Mean and Median Gender Pay Gap - Temporary employees

<b>South Dublin County Council Gender pay gap 2024</b> Temporary employees for the reporting period to 30 June 2024	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-29.38%	-69.23%

On 30 June 2024, 3% of our employees on were employed on temporary contracts. Of these, the majority, 57%, are male and 43% are female. These contracts include temporary/seasonal employees such as clerical admin grades and general operatives, as well as graduates in various disciplines.

### Benefit in kind

On 30 June 2024 11.59% of male employees received a Benefit in Kind payment and 6.26% of females received a Benefit in Kind payment.

### Bonus payment

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

## **5. How we are supporting Gender Equality**

### **Fair and transparent recruitment practices**

As an equal opportunities employer, we are committed to promoting a culture of equality. We aim to ensure genuine equality of opportunity through our inclusive recruitment and selection processes.

We offer appropriate assistance and accommodations throughout our recruitment and selection processes. This includes providing accessible interview facilities, scheduling interviews at convenient times, and arranging necessary equipment.

All our Interview Board are gender balanced and receive comprehensive training, including unconscious bias training, including disability training as part of our participation in the Willing, Able, Mentoring (WAM) Programme.

Our Recruitment websites highlight family friendly and flexible working options, and our 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 available to all employees.

### **Work life balance**

We offer a variety of flexible working and leave options which are available to all employees. These include 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 remote working.

### **Cycle to Work and Tax Saver Schemes**

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

## **Learning and Development**

South Dublin County Council is committed to providing continuous learning and development opportunities, supporting all employees to reach their full potential. Employees are encouraged to take advantage of educational opportunities through the Education Assistance Scheme, which includes study and examination leave.

As an accredited employer under the Engineers Ireland CPD Programme, South Dublin County Council demonstrates its commitment to the ongoing growth and adaptation of its staff.

## **Health and Wellbeing**

At South Dublin County Council, the health and wellbeing of our employees is of utmost importance. We prioritise maintaining a healthy work life balance. We provide a occupational health and wellbeing programs including Employee Assistance Programme which is also available to employees immediate family members, free employee health screening, annual flu vaccination programme along with various wellbeing webinars throughout the year.

Our in-house Staff Welfare Officer provides confidential one-on-one support to staff, complemented by the Employee Assistance Programme, which offers a wide range of mental health supports.

Additionally, the Council has developed an inclusive app for all employees to facilitate regular communication and promote wellbeing initiatives.

## **Dignity at Work**

We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy with all employees and managers receiving 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.

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.

## **Public Sector Duty**

South Dublin County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.

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 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 IHREC i.e., Assess, Address and Report.

## **Women in leadership**

Our Senior Management Team comprises the following gender balance 44% Male and 56% Female with participation in Women in Leadership programmes growing yearly.

## **Apprenticeships/Traineeship and Graduate Development Programmes**

As part of our inclusive recruitment strategy, South Dublin County Council offers various apprenticeship programmes and is currently developing this programme which will include new apprenticeship programmes linked to areas of work with local authorities, including IT and Finance as well as the traditional apprenticeship areas.

South Dublin County Council also provides a structured Graduate Development Programme in various disciplines, including Climate Action, Data Analysis, Innovation, and Project Management. In 2024, this programme has been expanded to include all graduates in engineering, planning, architecture, science, and landscape architecture.

During 2024 the Council has successfully rolled out a General Operative Traineeship programme in conjunction with the Education & Training Board providing opportunities to upskill with the ETB and to use those skills in work placements with the Council and thus positioning trainees for future employment.

## **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 LGMA and our colleagues in other local authorities to share learnings and best practice.

## 6. South Dublin County Council's People Strategy

