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List of Grades

AO	Administrative Officer
AP	Assistant Principal
ASC	Assistant Secretary
CO	Clerical Officer
DS	Deputy Secretary
EO	Executive Officer
HEO	Higher Executive Officer
PO	Principal Officer
PTP	Professional Technical Post
SEC	Secretary General
SVO	Service Officer

Hierarchy of grades as follows: Secretary General, Deputy Secretary, Assistant Secretary, Principal Officer, Assistant Principal, Administrative Officer or Higher Executive Officer, Executive Officer, Clerical Officer, and Service Officer.

Professional / Technical Post (P&T) grades differ from general civil service grades, involving specialist work, and can have more specific qualification or compliance requirements, different pay scales and conditions of employment. In the Department, there are PTP Grades across all divisions but are mostly represented in the Geological Survey Ireland and National Cyber Security Centre. The percentage of PTP grades in the Department headcount is 17.5%.

1 Executive Summary

The Gender Pay Gap Information Act provides for regulations to be made for the reporting of the gender pay gap in organisations with over 250 employees. The gender pay gap is the difference in gross hourly pay of women compared to men's pay. It is shown as a percentage of men's pay. A gender pay gap is different to the concept of "equal pay" –the principle of equal pay sets out that there should be no difference in by reference to gender.

The measures presented in this document relate to differences in aggregated data for men and women across the Department, as found on the snapshot date 24 June 2022, covering the reporting period 25 June 2021 to 24 June 2022.

The Gender Pay Gap Information Act Regulations set out reporting requirements in specific categorisations such as 'all employees'; 'part time employees' and 'overview of gender representation in pay quartiles'. An overview table comparing these pay gap measures is included below.

The gender pay gap for all employees in the Department of the Environment, Climate and Communications for the reporting period up to the snapshot date 24 June 2022 is 12.1% (mean) or 16% (median). This pay gap can primarily be attributed to the higher number of men in senior management roles in the organisation, represented in the upper pay quartile at 65% men and 35% women. The imbalance within the upper quartile drives much of the gender pay gap in hourly pay mean and median pay gaps. A gender pay gap may identify whether women are represented evenly across the organisation. This Department's pay gap report highlights that there is a disparity in gender representation in the upper pay quartile, representing the senior and management levels of the organisation.

More information to explain the gap and the measures in progress are presented in more detail in the report. These measures will be progressed through Ag Obair le Chéile - the Department's strategy to develop organisational capacity and investment in staff to ensure that the Department is equipped to deliver now and meet the challenges of the future. Work is advanced on the development of both a People Strategy and an Equality, Diversity and Inclusion Strategy and Action Plan. Actions to progress gender quality and improve the representation of women in the senior management grades, some of which are already in place, will continue in these strategies.

The presence of a gender pay gap does not mean that men and women are paid differently when performing the same role over equivalent hours. All recruitment in the Department is in line with the "Code of Practice for Appointment to Positions in the Civil Service and Public

Service”, and pay is in line with the civil service pay rates as set centrally by the Department of Public Expenditure and Reform, where pay is defined by grade and pay scale point based on length of service without reference to gender.

This report does not reflect the extent to which factors such as length of service; availing of family friendly schemes or protective leave; and part time working have impacted on the representation of women across all grades in the Department. The report is not required to and does not include analysis of the gender representation in certain sectors or roles historically dominated by men or women in the Department and how these factors may have impacted on the gender representation in the upper pay quartile. More detailed analysis into these factors is one of the actions to be included in the Department’s People Strategy and Equality Diversity and Inclusion Strategy and Action Plan, both of which are currently being drafted.

Data on a gender pay gap has not previously been coordinated in this manner in the Department, and a comparison between 2022 data and previous years is not available.

Overview Table

2022 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 24 June 2022)	PERCENTAGE
1. Mean hourly gender pay gap (All Employees)	12.1%
2. Mean hourly gender pay gap (Part-Time Employees)	7.37%
3. Mean hourly gender pay gap (Temporary Workers)	n/a
4. Median hourly gender pay gap (All Employees)	16%
5. Median hourly gender pay gap (Part Time Employees)	12.65%
6. Mean Bonus gender pay gap	n/a
7. Median Bonus gender pay gap	n/a
8. % in receipt of Bonus	M n/a
	F n/a
9. % in receipt of Benefit in Kind	M n/a
	F n/a
12. Percentage of employees within lower remuneration quartile	M 49.2%
	F 50.85
7. Percentage of employees within lower middle remuneration quartile	M 40.2%
	F 59.8%
8. Percentage of employees within upper middle remuneration quartile	M 52.8%
	F 47.2%
9. Percentage of employees within upper remuneration quartile	M 65%
	F 35%

2 Introduction

2.1 2021/22 available data

This report is based on the Department of the Environment, Climate and Communications data provided by National Shared Services Office and taken on the “snapshot date” of 24 June 2022, covering the preceding 12-month period. On the snapshot date there were 492 people in permanent employment by DECC, 235 women and 257 men. Department employees were distributed over ten civil service administrative grades /grade equivalents and fifty-six pay scale grades. In line with the Gender Pay Gap Information Act 2021 this report includes only the genders male and female.

The Gender Pay Gap Information Act 2021 prescribes the reportable gender pay gap metrics. When calculating average hourly pay for men and women both regular and overtime hours are to be included in the report, as well as any pay allowances or bonuses. There are small numbers of employees working overtime hours over the reporting period in comparison to regular work hours. There were no bonus payments nor benefit-in-kind payment received by an employee during the reporting period.

2.1.1 Limitations of the data

There are several limitations related to this report that may affect conclusions of the data presented.

- The data set used for this report represents a single year of data and contains data on employees who joined or left the organisation around the snapshot date. In these cases, the annualised calculation does not reflect their actual circumstance and this may impact on the overall metrics presented.
- Looking solely at the mean and median hourly pay provides a partial picture of a gender pay gap whereas data on pay differences divided into quartiles gives a more granular view of the extent to which women are represented across the organisation in terms of pay.

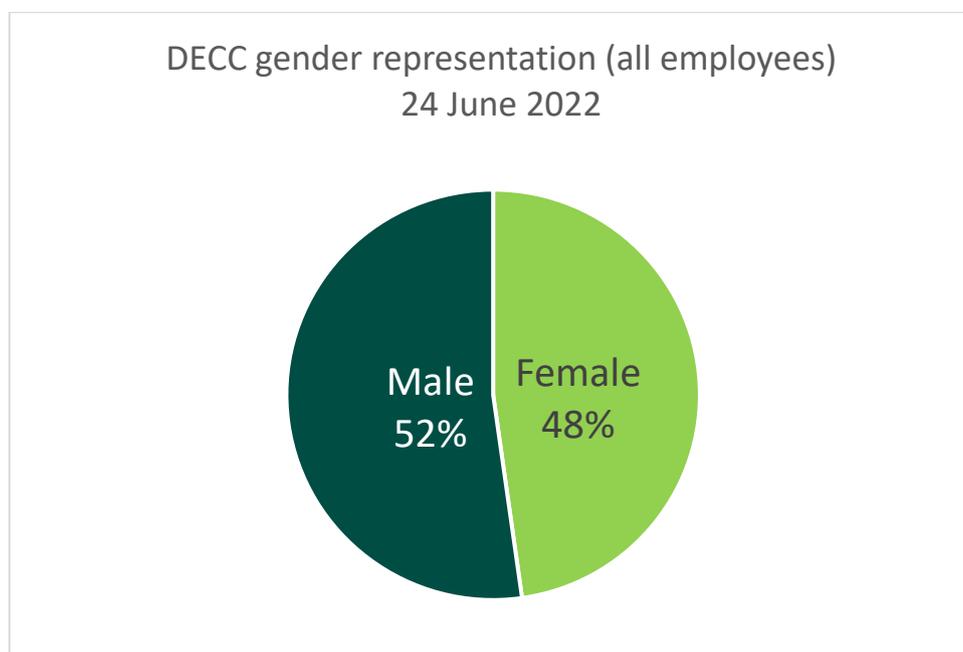
2.2 Summary Department Profile

This section provides a summary of the employee profile within the Department of the Environment, Climate and Communications. It includes a breakdown of employees by gender, grade, and part-time status on the snapshot date of 24th June 2022.

2.2.1 Employee summary

At the time of the snapshot date (24th June 2022) there were 492 employees on the Department's payroll. Of these, 48% were women and 52% were men.

Gender representation (all employees) 24 June 2022



2.2.2 Average age of employees

The average age of Department employees at the time of the snapshot date was 42 years of age.

2.2.3 Gender representation in grade headcount

The graph below demonstrates the percentage gender representation of the Department's employees by grade headcount, as of the snapshot date 24 June 2022.

At that time, there were more men than women in the grades of Assistant Secretary, Principal Officer (incl. Professional Technical), Administrative Officer (including Professional Technical) and Service Officer. In the grades of Secretary General and Deputy Secretary there was only one employee. In both cases, this was a man.

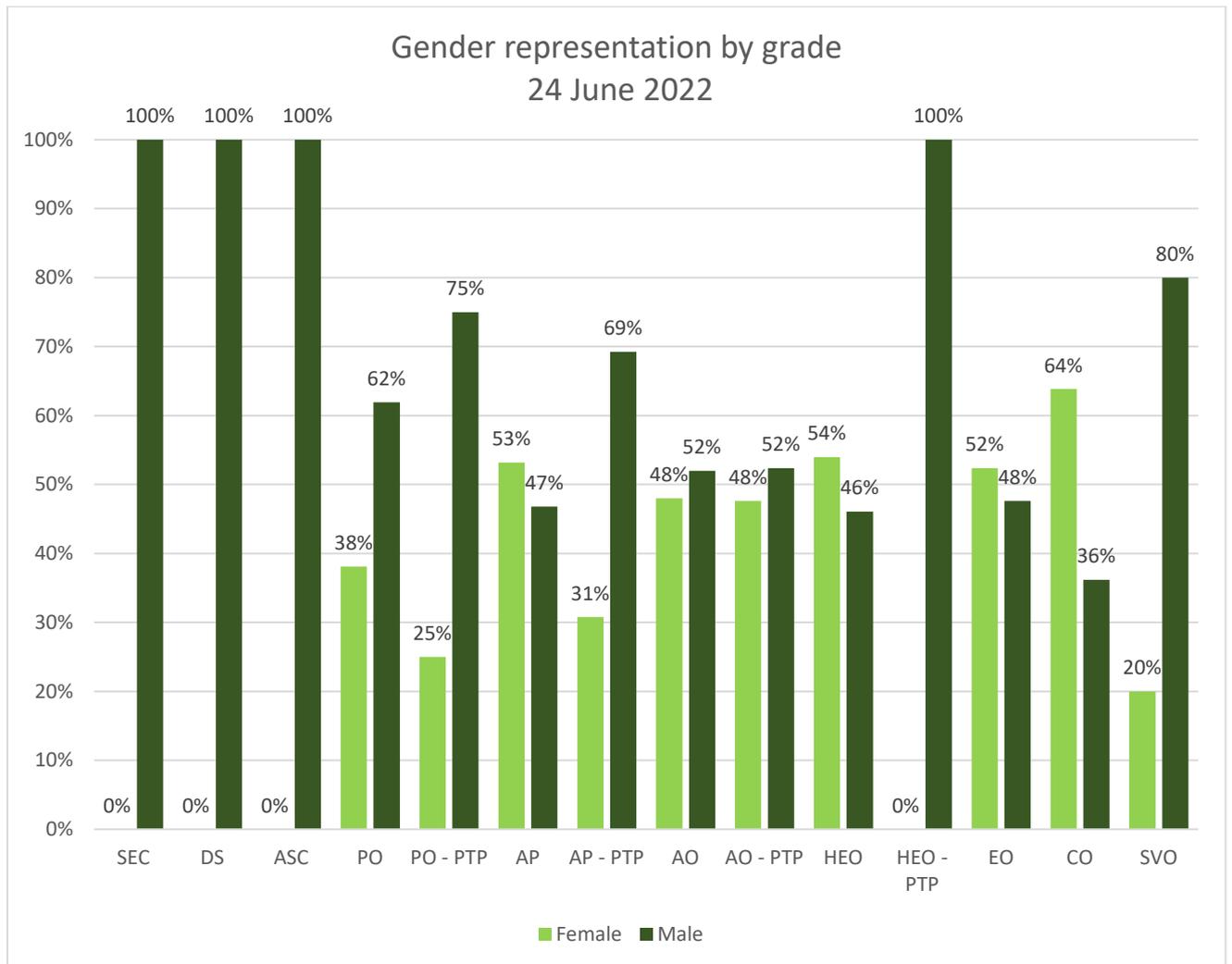
There were more women than men in the grades of Assistant Principal, Higher Executive Officer, Executive Officer and Clerical Officer. However, in the Assistant Principal and Higher Executive Officer Professional Technical grades there were more men than women.

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The grade where the highest percentage of women represented was at the Clerical Officer grade (64%).

In the Department, Professional Technical grades (PTP) are represented across equivalent PO, AP, HEO and AO administrative grades. For the diagram below, the PTP grades are included alongside the administrative grade equivalents.

Gender representation by grade - 24 June 2022

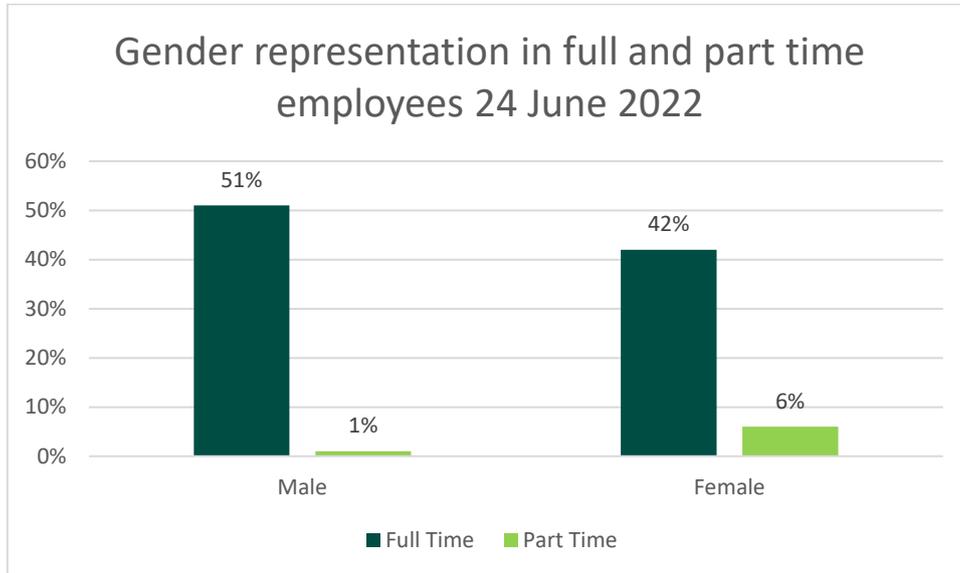


See [Appendix](#) for corresponding data table.

2.2.4 Part time employees

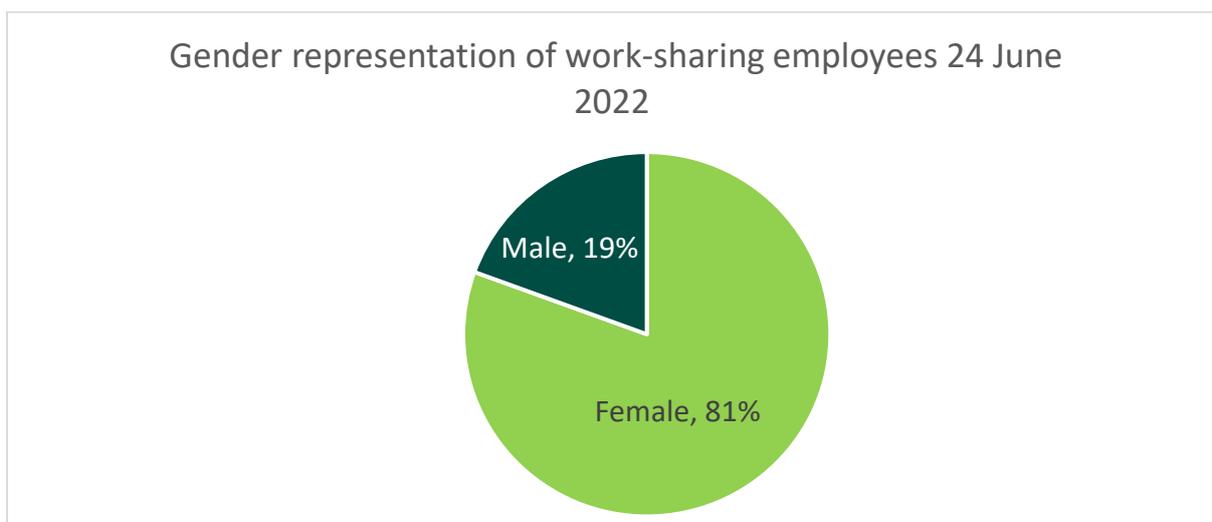
For the purpose of this report, only workshares were classified as so-called “part time” employees. At the time of the snapshot date, 36 employees were availing of work-sharing, as illustrated on the graph below.

Gender representation in full and part time employees 24 June 2022



Across all employees, 7% of employees were availing of worksharing arrangements. Of the total of employees classified as “part-time,” 81% were women.

Gender representation of work-sharing employees 24 June 2022



3 Gender Pay Gap Data

The Gender Pay Gap Information Act 2021 requires the following measures to be reported:

Mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.

Median gender pay gap – the difference between the median hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.

Median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Mean benefit-in-kind gap – the difference between the mean benefit-in-kind received by male relevant employees and that received by female relevant employees.

Median benefit-in-kind gap – the difference between the median benefit-in-kind received by male relevant employees and that received by female relevant employees.

Quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

The following measures were calculated using a snapshot date of 24th June 2022 and included data from the preceding 12 months. This data set includes 235 women and 257 men representing a total of 492 employees.

3.1 Gender pay gap in terms of mean and median hourly pay rates of all employees

This table below demonstrates data related to total and hourly pay for all female and male employees.

The **mean** refers to the average of a set of values, i.e. the sum of the values divided by the number of values. The **median** refers to the mid-point of a set of values when ordered from smallest to largest.

Table overview of mean and median hourly pay rates

	Female	Male	Total
DECC Employees (June 2022)	235	257	492
Total Core Pay	€11,593,032.25	€16,197,311.75	€27,790,344.00
Hours Worked	373,328.56	457,919.40	831,247.96
Overtime Hours	33.50	760.75	794.25
Total Hours	373,362.06	458,680.15	832,042.21
Mean Hourly Rate	31.05	35.31	33.40
Median Hourly Rate	28.42	33.84	30.29

Several conclusions can be drawn from the above table:

- Mean hourly pay is higher than median pay for both women and men. This is typical of a hierarchal organisation where those on lower pay significantly outnumber those on higher pay.
- More hours were worked by men on average, at 1,800 annually per employee as opposed to some 1,616 hours annually per employee for women. More women than men participate in work sharing and parental leave¹ in the Department and more men than women accrued overtime hours (however overall overtime hours represented less than 10% of total hours worked).

¹ For the purpose of the GPG measures in this report parental leave is not considered part time employment. However, availing of parental leave reduces the number of overall hours worked. In the Dept 57% of those availing of parental leave are women.

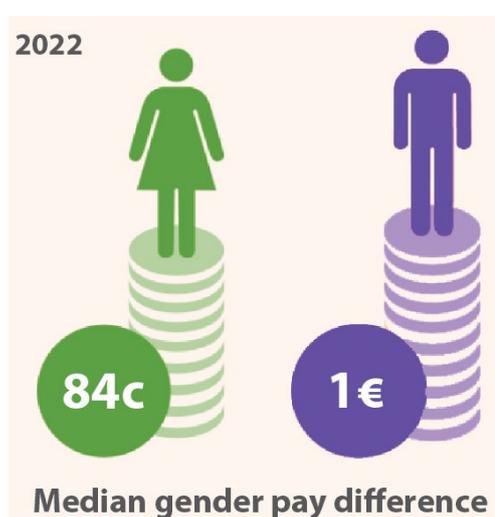
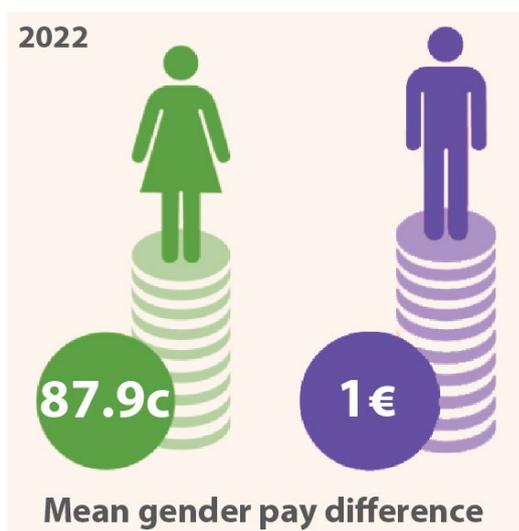
The overall gender pay gap is visualised below as a percentage calculation of women's mean and median pay relative to the mean and median pay of men.

Overall mean and median gender pay gap



The two diagrams below demonstrate the mean and median percentages in terms of women's pay to every €1 earned by men across the Department.

Mean and Median Gender Pay Difference €



3.2 Gender pay gap in terms of mean and median hourly pay rates of part-time employees

For the purpose of this report, part time employees are classified as staff availing of work-sharing arrangements.²

The table below includes data related to the pay of part-time female and male employees. The gender pay gap in terms of mean hourly rates is at 7.37% and in terms of median hourly rates it is 12.65%. Worksharers represent 7% of all employees, and 80% of staff availing of worksharing are women, whereas the overall composition of DECC workforce is 48% women. As a result, women in the part time cohort, represent 6% of all employees across the organisation.

Table overview of mean and median hourly pay rates of part-time employees

	Female	Male	Total
DECC Part-Time Employees (June 2022)	29	7	36
Total Core Pay	€1,026,661.84	€294,659.30	€1,321,321.14
Hours Worked	36,595.26	19,203.00	72,324.31
Overtime Hours	13	164.5	177.5
Total Hours	36,608.26	19,367.50	72,501.81
Mean Hourly Rate	28.04	30.27	30.35
Median Hourly Rate	27.13	31.06	27.48
Mean Gender Pay Gap	7.37%		
Median Gender Pay Gap	12.65%		

3.3 Mean and median pay gap in terms of bonus payments and benefits-in-kind

Reports on the mean and median of bonus payments and benefits-in-kind are not applicable to staff serving in the Department in 2022 and are not included in this report.

² Staff availing of parental leave are not classified as part time employees.

3.4 The proportions of male and female employees according to quartile pay bands

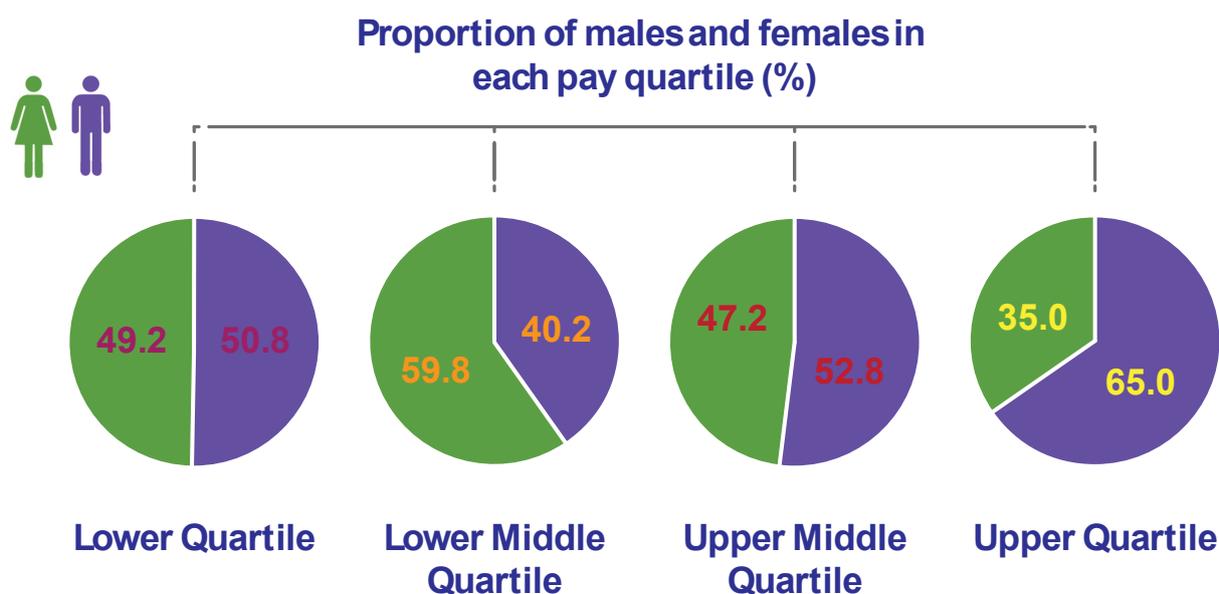
To gain a more detailed insight into pay differences between men and women, all employees are sorted in terms of their pay band and then divided into quartiles – i.e. a particular pay level under which 25% of all employees falls would constitute the first or “lower” quartile, the pay group falling above that but below the median level (50%) would form the second (lower middle) quartile and so on.

The relative participation of men and women in each of the quartiles is presented in the table and pie-charts below.

Table overview of male and female employees according to quartile pay bands

	Numbers		Percentages	
	Male	Female	Male	Female
Lower quartile	63	61	50.8%	49.2%
Lower-middle quartile	49	73	40.2%	59.8%
Upper-middle quartile	65	58	52.8%	47.2%
Upper quartile	80	43	65%	35%

Proportion of males and females in each pay quartile (%)



While men outnumber women (251 men vs. 231 women) in the Department, the imbalance is not particularly significant (52% men v 48% women). The highest pay quartile has approximately two men for every woman. This imbalance within the upper quartile drives much of the gender pay gap in hourly pay mean and median pay gaps.

4 DECC's Gender Pay Gap Examined

In conclusion, DECC's gender pay gap can mainly be attributed to the significantly higher number of men within the upper quartile pay band, which demonstrates the Department's gender imbalance across the senior management roles.

While a relatively low percentage of staff fall within the definition of part time, the considerably higher percentage of women availing of work sharing compared to men requires further analysis to understand what factors are driving the gender pay gap among this cohort and how availing of these types of initiatives impacts on the overall position.

Further analysis is also required in relation to the extent of the gender pay gap across age bands, divisions and roles, including comparison of the pay gap in Professional Technical pay grades to the administrative pay grades.

5 Addressing Gender Pay Differences

The Department of the Environment, Climate and Communications acknowledges the importance of reducing its gender pay gap and has introduced a number of actions in 2022 to address the gap.

Our corporate strategy "Ag Obair Le Chéile", aims to develop our people, culture and organisation to ensure that we can deliver on our Statement of Strategy and our vision of a climate neutral, sustainable and digitally connected Ireland. It commits the Department to becoming an employer of choice, build a workforce of the future and support and value staff. Promotion of equality, diversity and inclusion are important drivers in transforming the Department, and with this in mind a number of actions were introduced in 2022 which will continue in 2023.

The Department is currently preparing an Equality, Diversity and Inclusion Strategy and Action Plan, with publication expected early in 2023. An EDI Survey is underway in December 2022, and the responses from the survey will include data relating to employee's experiences and perception of the Department. The Department's People Strategy is also at an advanced stage. Both of these strategies will include specific actions in the areas of resourcing, leadership development and data analysis to underpin a better understanding of the issues and inform impactful measures to address the issues identified in this report. The impact of the actions will be measured to ensure that they are having a positive impact.

An Equality, Diversity and Inclusion (EDI) Group was established in the Department in 2021. The EDI group and Strategic Human Resources Division held an "International Women's

Day” webinar in March reviewing data relating to gender balance and representation of women in management grades and held an open forum to discuss themes relating to Career Progression, Facilities and Initiatives and Blended Working.

The actions identified focus on improving the representation of women in senior management grades and other initiatives such as webinars on topics like menopause, parenting and other topics to promote an inclusive workplace.

The below table summarises both the actions in progress and those which are proposed to assess and address the Department’s Gender Pay Gap.

Overview of Actions to assess and address the Department's Pay Gap

Theme	Actions
Ag Obair Le Chéile Strategic Implementation	<ul style="list-style-type: none"> • Deliver Equality Diversity and Inclusion Strategy and Action Plan – Gender Equality • Deliver People Strategy – Gender Equality and EDI
Networking Opportunities	<ul style="list-style-type: none"> • Establish Women's Network • 30% Club membership
Mentoring	<ul style="list-style-type: none"> • Women Peer Mentoring Stream • IMI 30% Club Network mentoring programme
Learning and Development	<ul style="list-style-type: none"> • International Women's Day Campaign – IWD Event • Webinar Series • EDI and Unconscious Bias
Career Progression	<ul style="list-style-type: none"> • Research and Analysis • Development Programme • Return from Leave Programmes
Resourcing	<ul style="list-style-type: none"> • Data analysis of recruitment and promotion campaigns and gender representation • Evaluation of recruitment policy and processes to ensure equitable outcomes
Data Analysis	<ul style="list-style-type: none"> • GPG Working Group • Analysis of Factors – part time, sector, role
Family Friendly	<ul style="list-style-type: none"> • Promotion of family friendly policies across all grades and genders.

6 Appendices

Gender representation across grades

SEC		1	1
<i>Administrative</i>		1	1
DS		1	1
<i>Administrative</i>		1	1
ASC		6	6
<i>Administrative</i>		6	6
PO	19	35	54
<i>Administrative</i>	16	26	42
<i>PTP</i>	3	9	12
AP	66	80	146
<i>Generalist</i>	50	44	94
<i>PTP</i>	16	36	52
AO	34	37	71
<i>Administrative</i>	24	26	50
<i>PTP</i>	10	11	21
HEO	41	36	77
<i>Administrative</i>	41	35	76
<i>PTP</i>		1	1
EO	44	40	84
<i>Administrative</i>	44	40	84
CO	30	17	47
<i>Administrative</i>	30	17	47
SVO	1	4	5
<i>Administrative</i>	1	4	5
Grand Total	235	257	492

Gender Pay Gap Action Plan – Status

Theme	Actions	Owner	Timeline	Status
AOLC Strategic Implementation	<ul style="list-style-type: none"> Deliver & Implement EDI Strategy and Action Plan 	COO, SHRD	Q1 2023	In Progress
AOLC Strategic Implementation	<ul style="list-style-type: none"> Deliver & Implement People Strategy 	SHRD	Q1 2023	In Progress
Networking Opportunities	<ul style="list-style-type: none"> Establish Women’s Network 	SHRD	2022	In Progress
Networking Opportunities	<ul style="list-style-type: none"> 30% Club membership 	L&D and Management Board	2022	Complete
Mentoring	<ul style="list-style-type: none"> Women Peer Mentoring Stream 	L&D and Mentoring Partner	2022/2023 Programme Pilot	In Progress
Mentoring	<ul style="list-style-type: none"> IMI 30% club Network mentoring 	L&D and Management Board	2022/2023	First intake in progress
Learning and Development	<ul style="list-style-type: none"> International Women’s Day Campaign ‘Managing Difficult Conversations’ webinar Women’s Health: Menopause Awareness Training and Menopause Awareness Week ‘Inclusive Parenting’ Webinars with Parent Coach DECC L&D Supporting Parents Series EDI and Unconscious Bias 	L&D	2022/2023	In progress

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	<ul style="list-style-type: none"> Proximity Bias in blended working environment 			
Career Progression	<ul style="list-style-type: none"> Conduct research among staff on their experiences at work and career progression barriers to inform future measures to address them. Introduce career development courses tailored for women to support them in their career progression. Put in place additional supports for staff returning from extended leave to make the process easier. 	SHRD/L&D/ Recruitment	2023	
Data Analysis	<ul style="list-style-type: none"> Data analysis of recruitment and promotion campaigns and gender representation 	SHRD	2023	
Data Analysis	<ul style="list-style-type: none"> Establish working group in the EDI Strategy Governance structure to regularly monitor and review the gender pay gap data and other equality measures 	SHRD/EEU	2022/ 2023	First GPG report completed
Data Analysis	<ul style="list-style-type: none"> Further data analysis of gender pay gap across part-time employees to inform actions like facilitating work-sharing patterns on promotion. Identify if access to certain roles is restricted to full-time employees and as such hindering work-sharers' career progression 	SHR/EEU	2022/2023	
Recruitment	<ul style="list-style-type: none"> Evaluation of recruitment policy and processes to ensure equitable outcomes 	SHRD	2023	
Family Friendly	<ul style="list-style-type: none"> Promotion of family friendly policies across all grades and genders. 	SHRD	2023	