



Report on Gender Pay Gap

Department of Tourism, Culture,
Arts, Gaeltacht, Sport and
Media

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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.

The Regulations which set out the detail on how these calculations will be made are published at the link below:

[The Employment Equality Act 1998 \(Section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)

A gender pay gap is different to the concept of "equal pay" – the principle of equal pay does not mean that all workers must be paid equally; it means that any pay differences must be based on objective criteria, not related to gender.

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'.

Key findings

- For the reporting period in question (25 June 2021 to 24 June 2022) there were 409 employees on the payroll in the Department's dataset.
- For the Department 59% of employees were female.
- Males are more likely to be working fulltime as 96% of all male employees and 83% of all female employees had a Full-Time Equivalent (FTE) status of 1 in the reporting period.
- The gender pay gap is the difference in the average hourly wage of males and females across the workforce and does not take into account other factors such as years of service, grade or any period of statutory leave. The gender pay gap for all employees in the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media using the mean for the reporting period up to the snapshot date 24 June 2022 is 4.73%. This drops to -2.13% when using the median hourly rate. For the reporting period, the mean male hourly earnings were higher than female hourly earnings at €30.09 and €28.67 respectively. Using the median hourly rate gives an hourly rate of €25.20 for males and €27.73 for females.

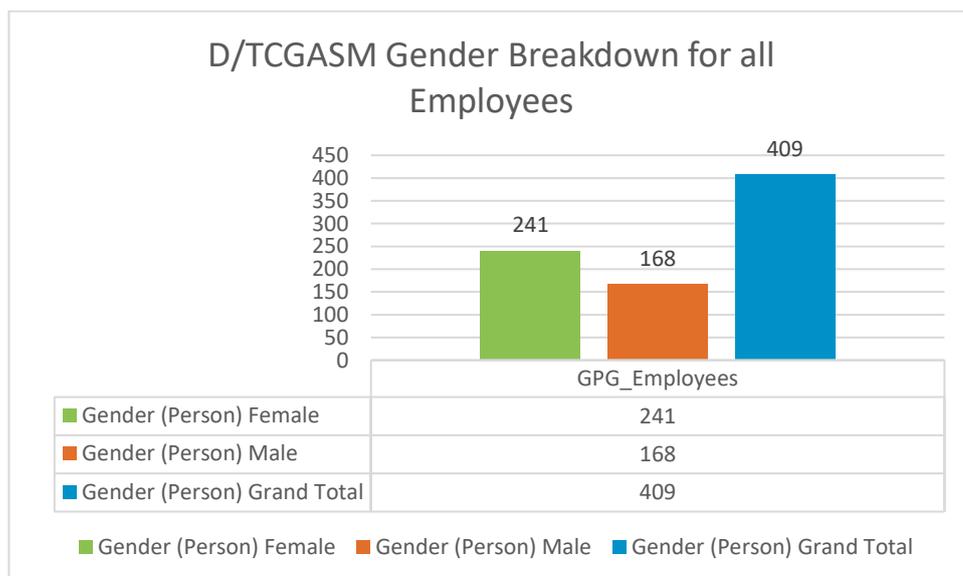
2 Introduction

2.1 Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

The Department's mission is to:

- support the tourism industry in increasing revenue and employment through enhancing competitiveness and through marketing and product development
- promote, nurture and develop Ireland's culture and arts
- support and promote the use of the Irish language and to facilitate the development of the Gaeltacht
- contribute to a healthier and more active society by promoting sports participation, and by supporting high performance and the provision of facilities
- develop broadcasting and media policy, including online safety legislation, and to provide oversight of the BAI, RTÉ and TG4

The headcount on the snapshot date of 24 June 2022 for reporting period 25 June 2021 to 24 June 2022 is 409 employees. When looking at breakdown of employees in the Department, 241 were women and 168 were men.



3 Gender Pay Gap

This section presents the GPG for the Department using the mean hourly rates for males and females and the median hourly rates for males and females.

3.1 Gender Pay Gap Data

The report is based on data provided by the National Shared Services Office. 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.

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

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. As a public sector organisation the pay rates and terms and conditions for the Department are set centrally by the Department of Public Expenditure and Reform (DPER) where pay is defined by grade and pay scale point based on length of service without reference to gender. The majority of recruitment for this Department is managed by the Public Appointments Service (PAS).

3.2 Data Limitations

Limitations related to data used in this report include:

- The data set used for this report represents a single year of data (25 June 2021 to 24 June 2022). It contains data on employees that were employed on the snapshot date. In these instances, 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. Data on pay differences divided into quartiles gives a more detailed view of the extent to which women are represented across the organisation in terms of pay.
- The Mean is the result when a sum of values is divided by the number of values. The Median is the middle value when a set of values are ordered from the lowest to highest. If there are two middle values then it is the mean of these two values.

- A part-time employee is defined as an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee. For this report anyone whose full-time employment status (FTE) is less than 1 is assumed to be working part-time. Part time does not include anyone who is on or has taken unpaid leave during the reporting period, for example parental leave.

3.3 Gender Pay Gap Reporting

The Gender Pay Gap Information Act Regulations set out reporting requirements in specific categories. Organisations are asked to produce a checklist providing the following details:

- (a) the difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- (b) the difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender;
- (c) the difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender;
- (d) the difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender;
- (e) the difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender;
- (f) the difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender;
- (g) the percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration;
- (h) the percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.

(i) The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender;

(j) The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender;

(k) the respective percentages of all employees who fall within each of

(i) the lower remuneration quartile pay band,

(ii) the lower middle remuneration quartile pay band,

(iii) the upper middle remuneration quartile pay band, or

(iv) the upper remuneration quartile pay band,

who are of the male gender and who are of the female gender.

4. Gender Pay Gap Checklist

The following checklist is the data sought for reporting requirements under the 2022 Gender Pay Gap Information Act 2021. The headcount on the snapshot date of 24 June 2022 for reporting period 25 June 2021 to 24 June 2022 is set out as follows:

	Fulltime employees	Part-time employees	TOTAL employees	of whom are temporary
Male	161	7	168	13
Female	199	42	241	9
Other	0	0	0	0
TOTAL	360	49	409	22

Gender Pay Gap Metrics *[Regulations 7(1), 8(1), 9(1), 10(1)]*

Gender gap in Hourly Remuneration	Mean %	Median %
Gender gap in Hourly Remuneration (All Employees)	4.73	-2.13
Gender gap in Hourly Remuneration (Part Time Employees)	12.01	0.33
Temporary Workers	3.4	3.6

Gender gap in Bonus*	Mean %	Median %
Gender gap in Bonus	N/a	N/a
% in receipt of Bonus	Male N/A	Female N/A
% in receipt of Benefit in Kind	Male N/A	Female N/A

*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.

Pay Quartiles	% Male	% Female
Percentage of employees within lower remuneration quartile 1	43.56	56.44
Percentage of employees within middle remuneration quartile 2	39.42	60.58
Percentage of employees within upper middle remuneration quartile 3	34.65	65.35
Percentage of employees within upper remuneration quartile 4	46.60	53.40

Gender Pay Gap Information Report *[Regulation 6]*

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? <i>[Y/N]</i>	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? <i>[Y/N]</i>	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? <i>[Y/N]</i>	Y

Gender Pay Gap Statement

Organisation:	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media.
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Reasons for the differences relating to remuneration that are referable to gender

In terms of the Department's GPG, the mean and median GPG for the Department for the 25 June 2021 to 24 June 2022 reporting period is 4.73 and -2.13 respectively. Overall the Gender Pay Gap is relatively small for the Department – less than 5% (+/-). This could be attributed to the higher female representative across all quartile pay bands. While female representation is higher across the Department at 59%, we note there are some discrepancies in Quartile 3 and Quartile 4 when compared to the overall figures for all staff. Further analysis is required in relation to these discrepancies, not just in pay but potentially in career progression and barriers which impact that may impact females in the Department.

It is also noted that males are more likely to be working fulltime as 96% of all male employees and 83% of all female employees had a Full-Time Equivalent (FTE) status of 1 in the reporting period. Further analysis to understand what factors are driving the gender pay gap among this cohort and how availing of Family Friendly arrangements impacts on the overall position.

As the figures on this report relate to a snapshot date in June 2022, staff at a Senior Level who availed of Family Friendly arrangements at this time are not included, and this may contribute to the discrepancies in Quartiles 3 and 4. (These arrangements are more often availed of by Female Staff)

Measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences

Overall the Gender Pay Gap is relatively small for the Department – less than 5% (+/-). While the Department has no autonomy to adjust the terms and conditions for staff as these are set centrally by DPER, the Department will undertake further analysis to consolidate and build upon progress to date. The Department will undertake qualitative work to understand why differences occur, not just in pay but potentially in career progression and opportunities within the Department.

The gender pay gap report provides quantitative statistics regarding female employees in the Department. However it does not provide a qualitative narrative of individual experiences of employment.

The Department will deliver a People Strategy and review its Gender Balance Action Plan including ensuring leadership training courses which encompass gender focused knowledge and supports.

The Department will explore other development supports such as mentoring by role models: female APs will be encouraged to attend AP talent management programmes and coaching.

The Department will undertake analysis of all internal recruitment and promotion competitions post competition including reason for non-participation.

Along with existing development and wellbeing supports, the Department will also build on a programme of supports that staff can avail of, particularly when returning from any period of extend leave e.g. maternity leave, long term sick leave, carers leave or career break and promotion of family friendly policies across all grades and genders.

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.

It is intended that a more detailed analysis into these factors will be undertaken and is one of the actions to be included in the Department's People Strategy currently being drafted.

In October 2022, the Department launched its Blended Working Policy, and reintroduced Flexible Working. The Department will continue to monitor all flexible working practices and to promote a supportive environment for work life balance.

This new Reporting process provides for an exciting opportunity to build upon progress to date to shape the future so that the Gender Pay Gap in the Department will be reduced even further.