



An Roinn Talmhaíochta,
Bia agus Mara
Department of Agriculture,
Food and the Marine

Gender Pay Gap in the Department of Agriculture, Food and the Marine

June 2022

Introduction

The Department's current *Statement of Strategy 2021-2024* sets out as one of our core values "A strong commitment to diversity, inclusion and the fair and equal treatment of all." These core values are important for both employees and for the clients and stakeholders of the Department and for the wider agri-food sector.

The Department is committed to the vision and values set out in "Civil Service Renewal 2030" and recognises the fundamental importance of achieving a diverse, safe, positive and inclusive work environment that protects and fulfils the human rights of all employees. The Department is committed to promoting and maintaining an inclusive and diverse workplace for all and the Diversity, Equality and Inclusion Policy launched in 2018 reinforces the Department's core values in these areas.

The Department has monitored and produced figures on the gender pay gap since 2013. In 2013 the gender pay gap in the Department was 20.5%¹ and the figure has moved steadily downwards since then to now stand at **9.5%**. The overall representation levels between men and women in the Department comprises 52% men and 48% women.

The Department recognises that a diverse work force is one which will more truly reflect and represent Irish and global society and the communities and stakeholders that engage with the Department. Each person brings their own unique set of life experiences, skills, attitudes, expertise and perspectives to the work environment. A diverse workforce brings creative thinking, a broader range of ideas and reflection, stimulating and robust team discussion, which leads to greater organisational effectiveness and more holistic policy formation. This report highlights the various actions that the Department have undertaken in this area in 2022 and looks ahead to our future areas of focus.

¹ Based on total payroll & staff numbers/gender

1. Data

Scope of report

This report has been compiled from data of persons employed in the Department of Agriculture, Food and the Marine for the period 25th June 2021 to 24th June 2022.

Origins of data

This report has been compiled with the assistance of the National Shared Services Office (NSSO), which provided the following data:

- The Human Resources Management System (HRMS), a civil service-wide system which records employee information, provided the required employee data to enable compilation and analysis of this report, including data on employee gender, employment status, and workshare patterns.
- The payroll software used by the NSSO provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowed and overtime.

The data supplied from the two systems above were analysed, which enabled the required calculations to be carried out.

Adjustments and approximations

The metrics in this report are calculated by reference to the employee breakdown in Table 1 which reflect the number of employees on the snapshot date who identify as male or as female and are on the payroll of the Department.

Data Protection

All processing was carried out by members of the Human Resources Unit in conjunction with staff from the Payroll Shared Services section of the NSSO² and in line with Data Protection obligations. All data used for producing this report was processed by staff who would have access to the data as part of their daily duties within the Human Resources Unit of the Department. All statistics provided in this report are combined and do not identify individuals.

² The NSSO is the Irish Shared Service provider for Human Resources, payroll administration and finance services for Government Departments and Public Service bodies.

Table 1. Gender Pay Gap Metrics, June 2022

Organisation:	Department of Agriculture, Food and the Marine
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Snapshot date:	24 th June 2022
Reporting period - from:	25 th June 2021
Reporting period - to:	24 th June 2022

No. of Employees	fulltime	part-time	TOTAL	(of whom the following are temporary staff)
Male	1994	66	2060	29
Female	1463	427	1890	17
Other				
TOTAL	3457	493	3950	46

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

	All employees		Part-time employees		Temporary employees	
Gender gap in MEAN Hourly Remuneration (GPG)	<i>R.7(1)(a)</i>	9.48%	<i>R.7(1)(b)</i>	8.24%	<i>R.7(1)(c)</i>	-27.90%
Gender gap in MEDIAN Hourly Remuneration	<i>R.8(1)(a)</i>	12.68%	<i>R.8(1)(b)</i>	10.89%	<i>R.8(1)(c)</i>	0.00%
Gender gap in MEAN Bonus	<i>R.9(1)(a)</i>	N/A				
Gender gap in MEDIAN Bonus	<i>R.9(1)(b)</i>	N/A				

	% of all Male		% of all Female	
% in receipt of Bonus	<i>R.9(1)(c)</i>	N/A	<i>R.9(1)(c)</i>	N/A
% in receipt of Benefit in Kind	<i>R.9(1)(d)</i>	N/A	<i>R.9(1)(d)</i>	N/A

Pay Quartiles		% Male		% Female
1: the lower remuneration quartile pay band	<i>R.10(1)(a)</i>	54.00%	<i>R.10(1)(a)</i>	46.00%
2: the lower middle remuneration quartile pay band	<i>R.10(1)(b)</i>	38.48%	<i>R.10(1)(b)</i>	61.52%
3: the upper middle remuneration quartile pay band	<i>R.10(1)(c)</i>	54.37%	<i>R.10(1)(c)</i>	45.63%
4: the upper remuneration quartile pay band	<i>R.10(1)(d)</i>	62.17%	<i>R.10(1)(d)</i>	37.83%

2. Analysis

The overall gender gap for the period covered in this report in Mean Hourly Remuneration (GPG) across all Department of Agriculture, Food and the Marine employees is 9.5%. The gender gap in Median Hourly Remuneration is 12.7%. This reflects the fact that a higher proportion of the staff at more senior levels of the Department are men. There has been a steady downward trend in this gap since the Department commenced measuring the Gender Pay Gap in 2013 as more women have been appointed to senior management positions within the organisation.

The gender gap in Mean Hourly Remuneration for part-time employees is 8.2% with a Median Hourly Remuneration figure in respect of this cohort of employees of 10.9%. This gap is similar to that of all employees as outlined above.

The lower remuneration quartile pay band comprises 54.0 % male and 46.0% female reflecting the fact that the proportions of males and females in this quartile is broadly in line with the overall gender representation levels of the workforce.

The lower middle remuneration quartile pay band comprises 38.5% male and 61.5% female with a greater proportion of females in in this quartile.

The upper middle remuneration quartile pay band comprises 54.4% male and 45.6% female which is again broadly in line with the overall gender representation levels of the workforce.

The upper remuneration quartile pay band comprises 62.2% male and 37.8% female which shows that there is still a greater proportion of men at more senior levels within the Department.

3. Measures being taken, or proposed to be taken, to eliminate or reduce such differences

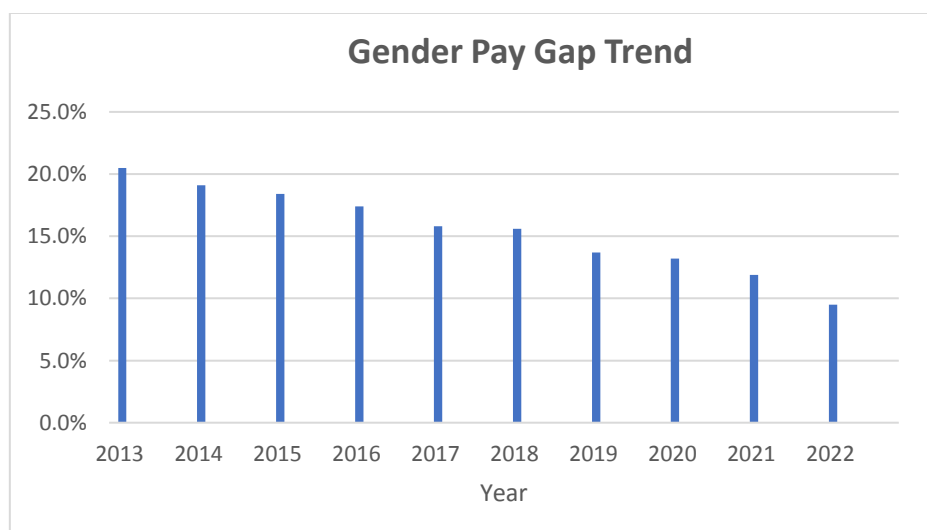
Gender Equality Initiatives

There has been a strong focus on gender equality initiatives in the Department since 2011, with a gender balance steering group in place since then. This group works closely with all areas of the Department in driving gender equality, through focus on career opportunities and participation in promotion competitions for all staff, supporting staff with caring responsibilities and work-life balance initiatives.

The Department was the subject of an ESRI report on "*Flexible Working and Gender Balance: A case study of an Irish Civil Service Department.*" The report, which was published in late 2020 reviewed the outcome of a Gender Balance Committee Survey on Gender Balance and Flexible working arrangements in the Department. The report contained a number of recommendations around equality and gender balance and the monitoring and implementation of these recommendations is currently underway in the Department.

Gender Pay Gap Trends 2013 -2022

The Department has monitored and produced figures on the gender pay gap since 2013. Traditionally the Department presents the pay gap figures at a staff event each year to celebrate International Women’s Day. In 2013 the gender pay gap in the Department was 20.5%. The trend continued to move steadily downwards and 2017 saw a gender pay gap of 15.8%. This downward trend continued with the gender pay gap standing at 11.9% in 2021. The figures shown in this report for the period covered in this report show a further decrease in the gender pay gap in the Department to 9.5%.



Department Recruitment Competitions

The Department's Competitions and Recruitment Section oversees approximately 80 competitions each year. Competitions are open to all, subject to eligibility and competition material is reviewed and approved by stakeholders including Unions and staff representative bodies prior to the advertisement of each competition. A review of competition applicants in this twelve-month reporting period shows that 58% of applicants are men and 42% are women. All interview and assessment boards are gender balanced, with both genders represented on each board. All board members receive training on unconscious bias.

Following the completion of each competition, a detailed comprehensive report is produced showing a variety of statistical information on a number of categories including: age, gender, grade and location. These competition reports are made available to all staff through publication on the eZone, the Department's intranet.

Equality, Diversity and Inclusion Advocacy Team

In May 2022, the Department established an Equality, Diversity and Inclusion (ED&I) Advocacy team. The mission of the team is:

"To celebrate the diversity of our people and promote equality of opportunity and respect for diversity in all aspects of the Department's business. To promote, champion and foster a work environment where our people are free to be their authentic selves, be creative, thrive and flourish, while making a valuable contribution to the Department's goals."

The team, which was launched by the Secretary General of the Department and is led by an Assistant Secretary and member of the Management Board, and the team is representative of the regional nature and diversity of the Department's staff.

The team has met three times during 2022 and has facilitated a number of events to celebrate the diversity of staff. International Women's Day was celebrated with attendance by staff at an event hosted by the Civil Service Women's Network. In October, a celebration of International Men's Day included online presentations by the Minister of State, Martin Heydon, T.D, the Chair of the Gender Equality Steering Group and a guest presenter from the South East Technological University on the theme of positive role models and a number of initiatives supported by the Department around wellbeing in the farming sector. To celebrate staff with disabilities and people with disabilities in

the community, a number of staff shared their lived experiences of their disabilities in a series of short videos. These videos were shared with all staff during the first week of December.

Agri-Food Sector Initiatives

The recently published agri-food strategy, *Food Vision 2030*, recognises the importance of gender equality to the long-term sustainable future for primary producers and includes actions to promote and improve gender balance at all levels, including at senior management and board level, as well as capturing and publishing gender data on policy implementation e.g., participation by women in schemes and measures. It also includes a commitment to hold a National Dialogue on Women in Agriculture.

The following package of measures on gender equality in the Common Agricultural Policy (CAP) Strategic Plan were proposed by Ireland:

- Increased rate of grant aid to 60% for women aged 41-66 years under TAMS Investments
- Knowledge Transfer Programme - Women only KT Groups
- European Innovation Partnerships – potential for a call for proposals to incentivise women’s participation in agriculture.
- Improved recording, collection and reporting on Gender data across all CAP schemes.

All CAP interventions will be developed with a gender aware perspective to ensure there are no inherent barriers to women’s participation. The National CAP Network established in the CAP Strategic Plan will be leveraged to increase the involvement of all women in the implementation of CAP. This will include events and support for women and a women’s sub-committee to lead such activities.

The ACORNS programme is funded under the Rural Innovation and Development Fund through the Department. Its objective is to encourage a stronger level of enterprise development in rural areas by seeking out and assisting start-up female entrepreneurs living in rural areas to grow and develop their businesses.

The Department is a core member of the *Agri-food Diversity and Inclusion Forum* (AgDif), led by Bord Bia and Aon, in partnership with the 30% Club. Since 2017, the Agri-Food Diversity & Inclusion

Forum has been a collaborative initiative with the Irish Agri-food industry, aiming to position Ireland's food and drink sector as the industry of choice for the best talent.

The Department regularly encourages staff to participate in *Women in Agriculture* and *Women in STEM* events and a number of staff from the Department attended the Women in STEM Conference in Croke Park in March 2022.

Future Plans

The Equality, Diversity and Inclusion Advocacy team plans to partner with a service provider to gather data and conduct a survey around equality, diversity and inclusion, staff perspectives and representation in the Department. The findings of this survey will inform and guide a review of the current Diversity, Equality and Inclusion policy.

The Department will continue to facilitate flexible working and family friendly working arrangements, and all staff will have the opportunity to apply for Blended Working in accordance with the Department's Blended Working policy which was introduced in October 2022.

Plans are in place to attract new members to the Department's Gender Equality Steering Group. This group will continue to lead on the promotion of gender equality at all levels across the Department.