



Roinn an Taoisigh
Department of the Taoiseach

Department of the Taoiseach

Gender Pay Gap Report 2022



Introduction

This report sets out the gender pay gap statistics for the Department of the Taoiseach for 2022 incorporating staff employed during the reporting period June 2021 to June 2022. The information in this report has been calculated in accordance with the principles laid out in the Gender Pay Gap Information Act 2021, which requires organisations to report on their gender pay gap, that is, the difference in the average hourly wage of men and women across the workforce.

More information on the Gender Pay Gap Information Act 2021 can be located [here](#).

During the reporting period, the Department of the Taoiseach had approx. 240 staff comprised mostly of established civil servants but also incorporating a small number of politically appointed staff. All employees are aligned to published Civil and Public service pay scales. This ensures equal pay for the same work irrespective of gender, with incremental progression based on satisfactory performance and years of service.

The Department of the Taoiseach, in line with the rest of the Civil Service, actively supports equality, diversity and inclusion in the workplace. The Department is committed to a policy of equal opportunity for all staff and recognises that a diverse workforce, supported by an inclusive culture, can lead to better outcomes such as enhanced governance, problem solving, decision making and more. Publishing our gender pay gap data helps the Department to bring a specific focus on gender diversity and to continue the alignment of our actions for improvement in gender equality as part of the broader work to enhance equality, diversity and inclusion across the Department.

For 2022, the Department's gender pay gap is 8.82% in favour of male employees.

This means that the average hourly rate of pay for male employees was 8.82% higher than the average hourly rate for female employees during the relevant pay period. Pay also includes overtime and allowances paid during the period.

Gender pay gap results

Mean gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **8.82 %** in favour of male employees.

Median gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **1.65 %** in favour of male employees.

Mean part-time gender pay gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean part-time employee gender pay gap is **4.21%** in favour of female employees.

Median part-time gender pay gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median part-time employee gender pay gap is **0.22%** in favour of male employees.

Temporary contract gender pay gap

For the purposes of this report, the Department has no staff on temporary contracts. The Department participates in the Willing Able Mentoring work placement programme which aims to promote access to the labour market for graduates with disabilities and build the capacity of employers to integrate disability into the mainstream workplace. Two graduates are working in the Department at the time of reporting and are included in the overall gender pay gap figures, both are male.

Bonus pay

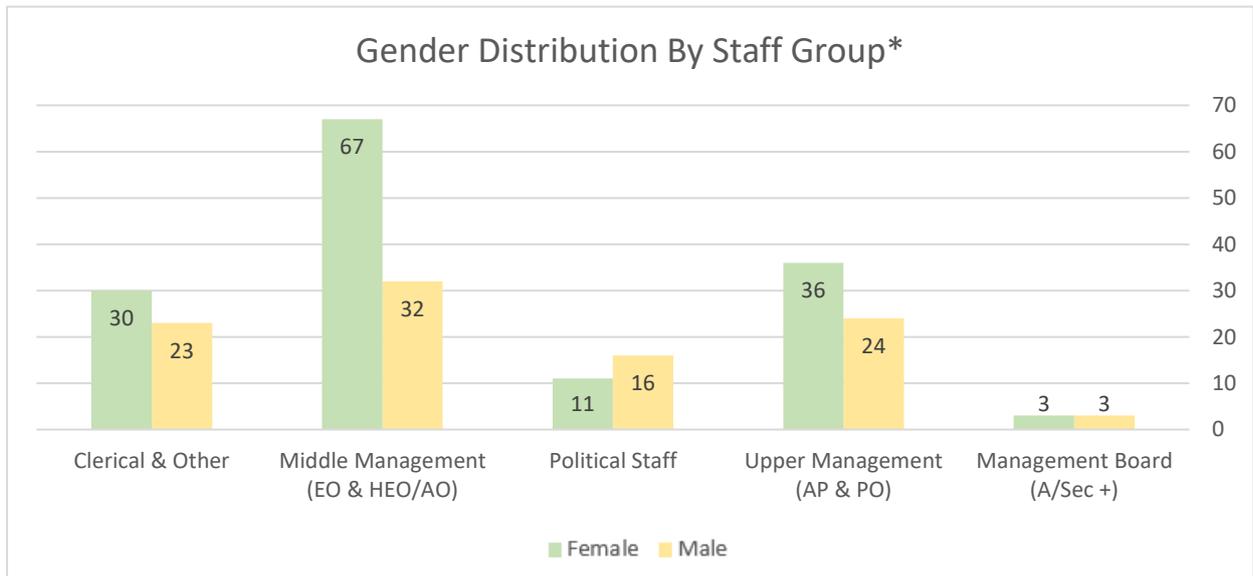
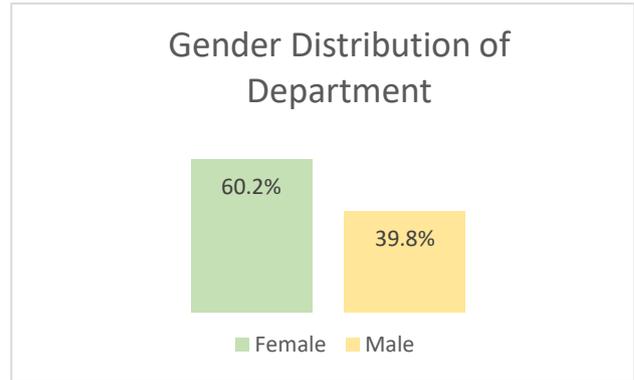
No bonus payments were made to staff during the reporting period.

Benefits in kind

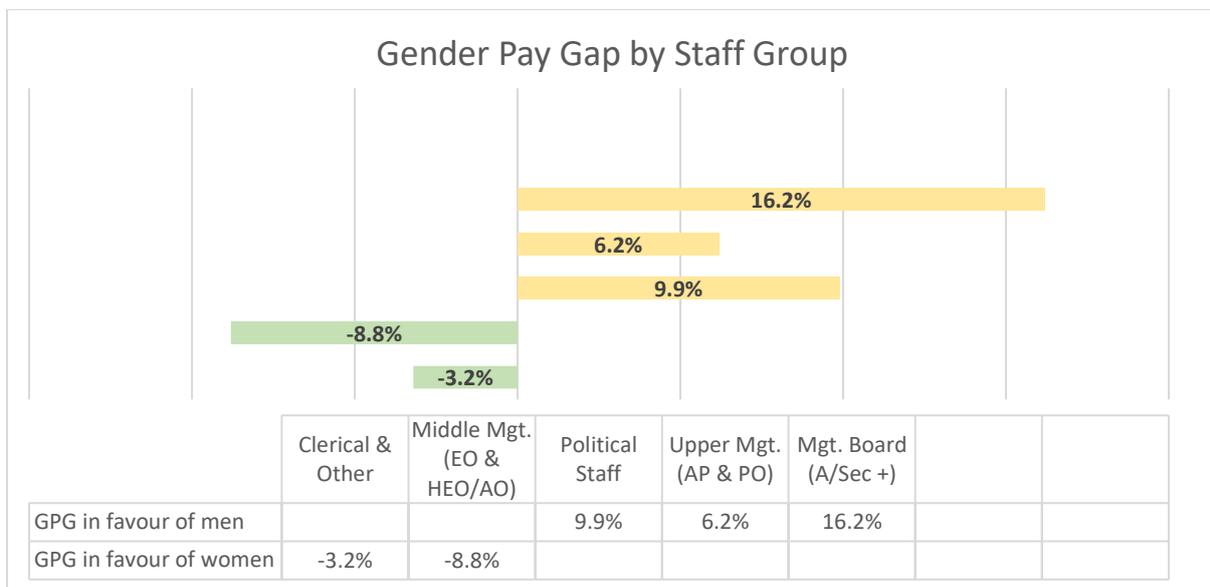
No benefits in kind were received by staff during the reporting period.

A closer look at our Gender Distribution

The Department's current gender distribution is 60.2% female and 39.8% male. This includes a significant level of female staff in management positions and a balanced gender distribution at Principal Officer and Management Board level.

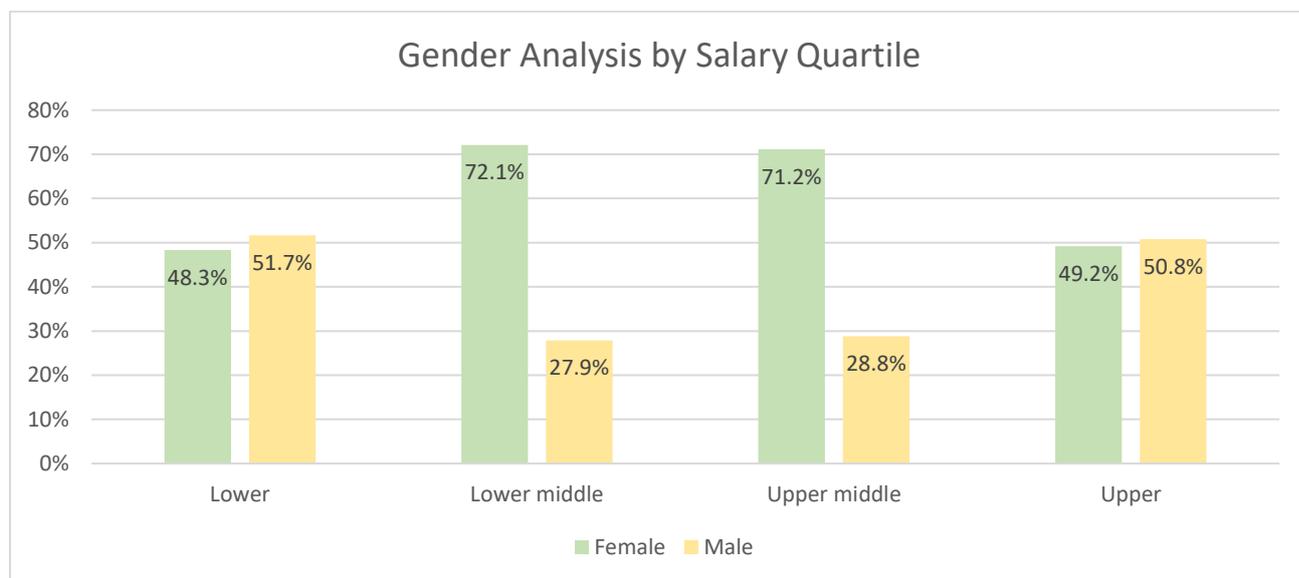


*Table bases on staff data at time of publishing



Salary pay quartiles

The following table divides our entire workforce into four equal quartiles based on the hourly rates paid to employees (this is not grade specific as pay may also include overtime and/or allowances) over the period ranked from lowest to highest.



Observations

Analysis of the Department's gender pay gap shows that the pay gap is driven by the following;

- gender breakdown at senior management board level is currently equal at 1:1, earlier in the reporting period the breakdown was 4:3.
- a wide variation of the time served in grades particularly at AO graduate entry level where the pay gap is 17.5% in favour of males and at Executive Officer level where the pay gap is 26% in favour of females.
- a high level of staff turnover with staff moving on promotion and mobility.
- A higher proportion of new recruits and internal promotions across all grades are female leading to a higher proportion at the start of incremental pay scales.

Looking forward

Recruitment to the Department is, in the main, undertaken through the Public Appointments Service which plays a central role in recruiting diverse talent to take up public service employment opportunities in line with their Equality, Diversity and Inclusion strategy.

The Department of the Taoiseach will continue to review its actions to improve gender equality, including;

A diverse and inclusive workforce

- We are committed to building a diverse and inclusive workforce that strives to enhance outcomes for the Department. Building on our already established gender action plan and Employee Engagement Action Plan, the Department will continue to consult with staff and commit to a focus on equality, diversity and inclusion in our new HR Strategy to be completed in 2023.

Flexible working options

- The Department will continue to offer a range of flexible working arrangements to staff, including blended working arrangements, work-sharing options, shorter working year / other non-annual leave options and flexitime.

Inclusive recruitment

- While the Department's recruitment is mainly via the Public Appointments Service, the Department will provide a range of recruitment supports for staff including, the provision of unconscious bias training as part of interview board training, interview skills training for staff and career development opportunities throughout their employment journey with the Department.

Training and Development

- We strive to provide a range of training and development opportunities to staff at all grades throughout their careers with us. This includes not only meeting individual training needs but all organisational development such as providing opportunities for all staff to participate in equality, diversity and inclusion training initiatives to increase awareness of human rights, equity, equality, diversity and inclusion matters. Department staff participate in a range of conferences and networks and bring a focus to gender diversity, including participation by staff in the Civil Service Women's Network.

