

2023



An Roinn Cosanta
Department of Defence

GENDER PAY GAP REPORT THE DEFENCE ORGANISATION

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Foreword:

The Defence Organisation is pleased to report on the provision of the Defence Organisation Gender Pay Gap report for 2023.

In 2021, the government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. These regulations underpin the Public-Sector Equality Duty and require the relevant organisations to publish their gender pay gap data annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile. The reporting period is from June 2022 to June 2023.

The gender pay gap shows the difference in the average hourly pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The Defence Organisation supports the fair treatment and reward of all staff irrespective of gender. The Department is committed to developing a more inclusive culture within defence and a diverse workforce at all levels.

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Gender pay gap reporting – background:

The Gender Pay Gap refers to the difference in the average hourly pay of women compared to men in a particular organisation and is designed to capture the extent to which women are evenly represented across an organisation. Employers need to be aware that where a gender pay gap exists, this may negatively impact their brand, employee relations, public reputation and their ability to attract and retain talent.

The legislation:

The Gender Pay Gap Information Act 2021 (the “Act”) was signed into law on 13 July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (“the Regulations”). The Regulations have placed reporting and publication obligations on both private and public sector employers. They only apply to employers with 250 or more employees for the first two years after their introduction. In the third year, the Regulations will also apply to employers with 150 or more employees. After three years the Regulations will apply to employers with 50 or more employees. The Regulations will not apply to employers with fewer than 50 employees.

The Minister has indicated that a central website onto which employers will be required to upload their information will be established in 2024, however, for reporting in 2023, employers are only obliged to report on their website (or make it available for inspection during normal business hours). Employers must choose a ‘snapshot’ date in June 2023. They then have up to 6 months to prepare their calculations before the reporting deadline which is set at 6 months following the snapshot date. The remuneration data on which the calculations for reporting are based will reflect employees’ remuneration for the 12-month period that precedes the chosen snapshot date. The reporting deadlines will vary for each employer based on their chosen snapshot date but at the latest will be a date in December 2023. Thereafter reporting will be annual.

Legal Basis Reporting Requirements:

1. Mean hourly remuneration gap
2. Median hourly remuneration gap
3. Mean bonus remuneration gap
4. Median bonus remuneration gap
5. Mean hourly remuneration gap of part-time employees
6. Median hourly remuneration gap of part-time employees
7. Mean hourly remuneration gap of temporary contract employees
8. Median hourly remuneration gap of temporary contract employees
9. % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration
10. % of male employees who received benefits in kind & % of female employees who received benefits in kind
11. Percentage of males and females when divided into four quartiles ordered from lowest to highest pay
 1. a) Lower remuneration quartile pay band
 2. b) Lower middle remuneration quartile pay band
 3. c) Upper middle remuneration quartile pay band
 4. d) Upper remuneration quartile pay band

In addition, where any pay gaps are identified, employers must set out the reasons for this and the measures (if any) being taken, or proposed to be taken, to eliminate or reduce any such pay gaps.

Key metrics:

The Mean Pay Gap:

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The Median Pay Gap:

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.

The Quartiles:

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Data Protection:

Human Resources Branch, Defence Forces Personal Policy Branch and Pay Administration Section carried out all processing, in conjunction with staff from the Payroll Shared Services section of the NSSO¹ 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 relevant branches of the Department. All statistics provided in this report are combined and do not identify individuals.

¹ The NSSO is the Irish Shared Service provider for Human Resources, payroll administration and finance services for Government Departments and Public Service bodies.

Gender Pay Gap Civil Servants Metrics, June 2023

Table 1. Gender Pay Gap Metrics, June 2023

Organisation:	Department of Defence – Civil Servants			
Snapshot date:	24 th June 2023			
Reporting period - from:	25 th June 2022 (202226)			
Reporting period - to:	24 th June 2023 (202225)			
No. of Employees	fulltime	part-time	TOTAL	(of whom the following are temporary staff)
Male	125	2	127	1
Female	203	64	267	2
Other	-	-	-	-
TOTAL	328	66	394	3

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>	12.12%	<i>R.7(1)(b)</i>	-45.67%	<i>R.7(1)(c)</i>	-1.48%
Gender gap in MEDIAN Hourly Remuneration	<i>R.8(1)(a)</i>	11.07%	<i>R.8(1)(b)</i>	-35.42%	<i>R.8(1)(c)</i>	-1.48%
Gender gap in MEAN Bonus	<i>R.9(1)(a)</i>	-				
Gender gap in MEDIAN Bonus	<i>R.9(1)(b)</i>	-				

	% of all Male		% of all Female	
% in receipt of Bonus	<i>R.9(1)(c)</i>	0%	<i>R.9(1)(c)</i>	0%
% in receipt of Benefit in Kind	<i>R.9(1)(d)</i>	0%	<i>R.9(1)(d)</i>	0%

Pay Quartiles	% Male		% Female	
1: the lower remuneration quartile pay band	<i>R.10(1)(a)</i>	34.34	<i>R.10(1)(a)</i>	65.66

2: the lower middle remuneration quartile pay band	<i>R.10(1)(b)</i>	21.43	<i>R.10(1)(b)</i>	78.57
3: the upper middle remuneration quartile pay band	<i>R.10(1)(c)</i>	25.51	<i>R.10(1)(c)</i>	74.49
4: the upper remuneration quartile pay band	<i>R.10(1)(d)</i>	47.47	<i>R.10(1)(d)</i>	52.53

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? [Y/N]	Yes
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? [Y/N]	Yes
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Yes

Reasons for the differences relating to remuneration that are referable to gender

The gender pay gap for civil servants is largely due to the configuration of the workforce. There are 394 staff in the Department in this report of which 267 are female. Consequently, the Department will have a greater percentage of females at each pay grade. While detailed examination of the pay quartiles reflects 65.66% of the workforce who are earning at the 1st quartile (i.e. the lower remuneration quartile pay band) to be female, there is no pay disparity. There are 99 employees at this grade of which 65 are female and therefore there will be more females earning this salary.

The 2nd and 3rd quartiles which include middle income employees reflect an even greater difference (21.43%(M) v 78.57%(F) and 25.51% v 74.49%). However, of the 196 employees within these quartiles, 150 are female which again explains these figures. There is no pay disparity.

This is more balanced at the upper remuneration quartile which reflects the more even split of the gender at this grade. There are 99 employees in the 4th quartile, of which 52.53 are female, which is an increase of 1% from 2022. This is a function of both external and internal recruitment pools. Opportunities for promotion to the higher grades are open to all but, it should be noted that all grades are recruited predominantly by the Public Appointments Service for the Department and the results are reflective of an open system of recruitment and of societal trends. There is no pay inequality in the Department of Defence as all staff*, regardless of gender, are paid on the same salary scale for the same grade. *The only difference being at Secretary General level where different salaries apply.

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

As the Department does not have a recruitment licence, it relies on the Public Appointments Service to recruit. This process is completed by PAS to ensure equality across a number of factors including gender. The allocation of the staff to the Department after this process is completed is in order of merit, i.e. by competence and performance during the hiring process.

Within the Department, central government policies and practices are followed to ensure that gender equality continues to be operated as opportunities for advancement arise. The Department is committed to equality, diversity and inclusion under Our Public Service. A vibrant Defence Women's Network provides support and examples of the lived experience of successful female leaders. A full range of learning and development opportunities together with a range of work structures, including blended working are available and promoted to all employees.

Gender Pay Gap Civilians Metrics, June 2023

Table 2. Gender Pay Gap Metrics, June 2023

Organisation:	Department of Defence – Civilian Employees			
Snapshot date:	24 th June 2023			
Reporting period - from:	25 th June 2022 (202226)			
Reporting period - to:	24 th June 2023 (202325)			
No. of Employees	fulltime	part-time	TOTAL	(of whom the following are temporary staff)
Male	323	14	337	
Female	65	11	76	
Other	-	-	-	
TOTAL	388	25	413	

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>	6.43%	<i>R.7(1)(b)</i>	-8.42%	<i>R.7(1)(c)</i>	
Gender gap in MEDIAN Hourly Remuneration	<i>R.8(1)(a)</i>	4.35%	<i>R.8(1)(b)</i>	-15.69%	<i>R.8(1)(c)</i>	
Gender gap in MEAN Bonus	<i>R.9(1)(a)</i>	-				
Gender gap in MEDIAN Bonus	<i>R.9(1)(b)</i>	-				

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

Pay Quartiles	% Male		% Female	
1: the lower remuneration quartile pay band	<i>R.10(1)(a)</i>	71.15	<i>R.10(1)(a)</i>	28.85

2: the lower middle remuneration quartile pay band	<i>R.10(1)(b)</i>	73.79	<i>R.10(1)(b)</i>	26.21
3: the upper middle remuneration quartile pay band	<i>R.10(1)(c)</i>	94.17	<i>R.10(1)(c)</i>	5.83
4: the upper remuneration quartile pay band	<i>R.10(1)(d)</i>	87.38	<i>R.10(1)(d)</i>	12.62

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? [Y/N]	Yes
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? [Y/N]	Yes
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Yes

Reasons for the differences relating to remuneration that are referable to gender

The Department employs civilian employees at various military installations to support the work of the Defence Forces. The grades employed are spread across a wide spectrum and include craft workers (Electricians, Carpenters, Plumbers, Fitters, Welders etc.), services (General Operatives), administrative (Clerks, Storemen), healthcare professionals and other specialist grades (Archivists, Aircraft Inspector/Instructor, Technicians, Quantity Surveyors, Draughtsmen).

The gender pay gap for civilian employees is very much the result of the workforce composition. The majority of the civilian employee grades can be categorised as 'construction' or 'engineering' type grades. Historically, the construction and engineering industries were dominated by male participation and this legacy is a contributing factor to the pay gap amongst the civilian employee workforce. The Department of Defence is an equal opportunity employer and all civilian recruitment is open to male and female.

In 2023 statistics show an 8% increase in female new entrants compared to 2022.

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

During 2023, the Department promoted a number of measures to increase female presence in the civilian workforce and these initiatives will continue in 2024 and beyond. These initiatives include:

- Collaborating with employee representative unions /associations through the National Joint Industrial Council for State Industrial Employees to increase female awareness of trade and craft opportunities in the State sector.
- Reaching out to female networks who represent females qualified in trades /craft in Ireland.
- Examining the barriers/obstacles for female participation in construction/engineering and putting mitigating supports in place.
- Ensuring employees have equal access to opportunities and self-development supports.
- Encouraging female civilian employee participation in the 'Defence Women's Network'.
- Promoting family friendly schemes.

Gender Pay Gap Defence Forces Metrics, June 2023

Table 3. Organisation Profile – Defence Forces

Snapshot date:	29 th June 2023
Reporting period - from:	30 th June 2022
Reporting period - to:	29 th June 2023

	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	7174	21	7195	N/A
Female	548	9	557	N/A
Other				
TOTAL	7722	30	7752	N/A

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

	Gender gap in Hourly Remuneration			
	Mean	%	Median	%
All Employees	<i>R.7(1)(a)</i>	-2.56%	<i>R.8(1)(a)</i>	-0.44%
Part Time Employees	<i>R.7(1)(b)</i>	-32.82%	<i>R.8(1)(b)</i>	-49.81%
Temporary Workers	<i>R.7(1)(c)</i>	N/A	<i>R.8(1)(c)</i>	N/A

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	<i>R.9(1)(a)</i>	N/A	<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
Quartile 1	<i>R.10(1)(a)</i>	93.07%	<i>R.10(1)(a)</i>	6.93%
Quartile 2	<i>R.10(1)(b)</i>	92.72%	<i>R.10(1)(b)</i>	7.28%
Quartile 3	<i>R.10(1)(c)</i>	93.83%	<i>R.10(1)(c)</i>	6.17%
Quartile 4	<i>R.10(1)(d)</i>	91.62%	<i>R.10(1)(d)</i>	8.38%

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? [Y/N]	Yes
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? [Y/N]	Yes
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? [Y/N]	Yes

Reasons for the differences relating to remuneration that are referable to gender

The Defence Forces are an equal opportunity employer and, in addition to increasing overall capacity, it is Government policy to increase female participation rates at all levels of the Defence Forces to reflect the society from which the Defence Forces are drawn and serve.

Unlike some other national armed forces, the Defence Forces have no restrictions with regard to the assignment of men or women to the full range of operational and administrative duties. Women, therefore, play a full and meaningful role in all aspects of Defence Forces operations at home and overseas.

Throughout the Defence Forces, pay grades are based on rank, seniority and qualification and are gender neutral.

The Defence Forces' gender pay gap data was collected on the snapshot date of the 29th June 2023. At this time there was 7,752 employees: 557 women (7.19%) and 7,195 men (92.81%)

Our Mean gender pay gap

Our mean gender pay gap is -2.56%.

Our Median gender pay gap

Our median gender pay gap is -0.44%.

Both our mean and median gender pay gap figures are largely due to the under representation of female's in the Permanent Defence Force.

As female representation increases within the Defence Forces, this will reduce the overall female average hourly rate of pay in line with the male average hourly rate of pay and will also serve to increase the median gender pay gap.

At any given point the gender pay profile is driven by the timing and impact of recruitment, discharges/retirements and career progression.

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

In line with current policies and commitments, a number of initiatives are being put in place with a view to increasing the level of female participation e.g.

- A female specific recruitment team has been established to co-ordinate the attendance of tri-service female specific recruiting teams at national and regional level events.
- The team are actively engaging with organisations such as the Ladies' Gaelic Football Association, the Camogie Association, Women in STEM events, the Department of Education, Hersport.ie and 30% Club in conjunction with the Defence Forces Gender Equality and Diversity Advisor.
- The team will also engage with the Marketing and Media partner that has been engaged to assist with recruitment advertising, to see what opportunities are available to showcase a career in the Defence Forces for women. The overall aim will be to highlight the career opportunities available to women across the three Services of the Defence Forces. The Defence Forces ensures a gender perspective is incorporated when advertising across all of their social media platforms. This ensures a fair and equal representation of both males and females in all published content.
- A targeted advertising campaign was run during the recent Women's Soccer World Cup, with further opportunities being explored for future campaigns.
- In 2023, private secondary medical care has been extended to enlisted personnel. This is an important development, as it will provide private medical care during pregnancy.
- The Defence Forces are also taking a broad approach in terms of fitness testing. In addition to a re-examination of the female specific milestones that have to be achieved in terms of fitness standards, there has been a change from a "Pass or Fail" system in terms of fitness test scoring to a "traffic light" system. This means that female applicants who do not automatically pass the fitness test may be selected for induction, should the HR demand exist.
- There has also been an emphasis on Fitness Test Preparation. Videos relating to the Defence Forces Induction Fitness Test have been uploaded on www.military.ie with a section specifically focusing on the modified female push up.
- A Gender Equality and Diversity Officer has been in place for a number of years to promote gender equality policies and training within the Defence Forces. Gender Advisors are available to all Brigades and Services and trained Gender Focal Points are deployed with all overseas units and ships in order to promote a gender perspective in operations.
- Gender, Diversity and Unconscious Bias Training, conducted by the Irish Centre for Diversity, took place across all Formations and Services in the Defence Forces between June and mid-December 2023.
- Work-life balance initiatives including facilitating "job-sharing" for overseas deployments; accessibility of career courses for those with family commitments; family friendly overseas appointments; and a renewed focus on dual- service member families

- A range of 'harmony' measures including 'hot desking' or remote working have been piloted to create an attractive working environment.
- A joint (Department of Defence and Defence Forces) Defence Women's Network was formally launched in January 2022, with the aim of increasing the participation of female personnel at all levels of the organisation, and has been very successful. Earlier this year a launch of female sportswear was announced (sports bras) together with the provision of female hygiene products in barracks, ships etc.

Additional actions that are to be advanced under the Strategic Framework include the appointment of a senior Gender Advisor at Colonel level and options for female participation at General Staff level.

Diversity and Inclusion:

The Defence Organisation is an equal opportunities employer. Both the Department and the Defence Forces are committed to championing an inclusive and diverse workforce that reflects modern Ireland and the people we serve. We strive to create a culture where all staff have equal access to opportunity and feel comfortable and confident to be themselves at work.