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 2024

Introduction

The Department's current *Statement of Strategy 2023-2026* sets out as one of our core values " *A strong commitment to equality, diversity and inclusion for all our staff and customers.*" Such core values are important for both Department employees and stakeholders 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, inclusive, safe and positive 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 2024 to 2027 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 **8.05%**. The overall representation levels between men and women in the Department comprises 51.1% men and 48.9% 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 has undertaken in this area in 2024.

[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 23rd June 2023 to 21st June 2024.

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, allowanced 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 NSSO[2] 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 2024

Organisation:	Department of Agriculture, Food and the Marine

Snapshot date:	21st June 2024
Reporting period - from:	23rd June 2023
Reporting period - to:	21st June 2024

No. of Employees	fulltime	part-time	**TOTAL**	(of whom the following are temporary staff)
Male	1977	61	**2038**	23
Female	1537	416	**1953**	30
Other				
TOTAL	**3514**	**477**	**3991**	**53**

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)	*R.7(1)(a)*	8.05%	*R.7(1)(b)*	8.81%	*R.7(1)(c)*	2.0%
Gender gap in MEDIAN Hourly Remuneration	*R.8(1)(a)*	11.16%	*R.8(1)(b)*	5.34%	*R.8(1)(c)*	0%
Gender gap in MEAN Bonus	*R.9(1)(a)*	N/A				
Gender gap in MEDIAN Bonus	*R.9(1)(b)*	N/A				

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

Pay Quartiles		% Male		% Female
1: the lower remuneration quartile pay band	*R.10(1)(a)*	51.65%	*R.10(1)(a)*	48.35%
2: the lower middle remuneration quartile pay band	*R.10(1)(b)*	40.28%	*R.10(1)(b)*	59.72%
3: the upper middle remuneration quartile pay band	*R.10(1)(c)*	54.01%	*R.10(1)(c)*	45.99%
4: the upper remuneration quartile pay band	*R.10(1)(d)*	58.32%	*R.10(1)(d)*	41.68%

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 8.05%. The gender gap in Median Hourly Remuneration is 11.2%. 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 8.8% with a Median Hourly Remuneration figure in respect of this cohort of employees of 5.34%.

The lower remuneration quartile pay band comprises 51.65 % male and 48.35% 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 40.3% male and 59.7% female with a greater proportion of females in in this quartile.

The upper middle remuneration quartile pay band comprises 54% male and 46% female which is again broadly in line with the overall gender representation levels of the workforce.

The upper remuneration quartile pay band comprises 58.3% male and 41.7% 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

Equality, Diversity and Inclusion Initiatives

Our Department embraces a diverse workforce and recognises the value that staff of different backgrounds, perspectives and skills sets contribute to the organisation. We promote diversity, equality and inclusion as core values and recognise these attributes as central to the success of the Department in achieving its professional objectives. Respect is a core value which is reflected at all levels in the organisation. We provide equal opportunities across our workforce and encourage a dynamic working environment.

The Department adopts a work environment where each person can be their authentic self at work and realise their full potential in a safe and positive work environment.

The mission of the Department's Equality, Diversity and Inclusion (ED&I) Advocacy 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 is led by an Assistant Secretary, has broad representation from across the Department. During 2024, this team led a number of initiatives, including:

Celebration of World Cultural Diversity Day.

To celebrate world day for cultural diversity and dialogue, being mindful that dialogue and communication are key elements in embracing diversity, the leader of the ED&I Advocacy team conducted a series of interviews with staff who volunteered to share their lived experiences of moving to Ireland, some traditions from their homeland and their experience of working in the Department.

The volunteers also made suggestions around welcoming new staff from different cultural backgrounds. A series of videos of the interviews was produced and these videos were shared with all staff to celebrate world cultural diversity day. In addition to the celebration these videos demonstrated the benefits of a culturally diverse workforce to the organisation.

DAFM ED&I Strategy

Human Resources Division, in collaboration the ED&I and Gender Equality Steering Group, used results from a staff engagement survey (published in 2024 and carried out by the Irish Centre for Diversity) to inform the new DAFM ED&I Strategy. This strategy, alongside our new People Strategy 'EXCEL' 2024-2027 and our new Health & Wellbeing Strategy, sets out all our aims and action plans to help foster a diverse and inclusive work culture. Our Department aims to achieve Bronze accreditation from the Irish Centre for Diversity by the end of 2024 and strive towards silver accreditation in 2025. This accreditation is a recognised award for organisations who excel in ED&I.

Gender Equality Initiatives

The Department established the Gender Equality Steering Group (GESG) in April 2023. The GESG replaced the Gender Balance Steering Group established by the Department's Management Advisory Committee in February 2016. This group works to understand and further progress actions to improve gender equality in the Department within the framework of commitments made in our Equality, Diversity, and Inclusion (ED&I) policy. To ensure coherence of policy, the GESG reports regularly to the ED&I Advocacy team on initiatives and actions to improve gender equality in the Department.

Since its first meeting in April 2023, the committee has met ten times and has also attended a meeting with the Equality, Diversity & Inclusion (ED&I) committee on the ED&I Staff Engagement Survey.

The GESG supported a conference 'Cultivating Mental Wellbeing in Rural Ireland' in Portlaoise on 20th November 2023, to mark International Men's Day. The GESG also held an event to mark International Women's Day on the 4th of March 2024 under the theme "Inspire Inclusion" with speakers from the Department and the State Laboratory. In November 2024 the GESG arranged the celebration of International Men's Day with a seminar in the Midlands Park Hotel, Portlaoise in conjunction with the HR Roadshow. Speakers from DAFM and the HSE spoke on a variety of topics under the theme "Men's Health Champions and Positive Male Role Models".

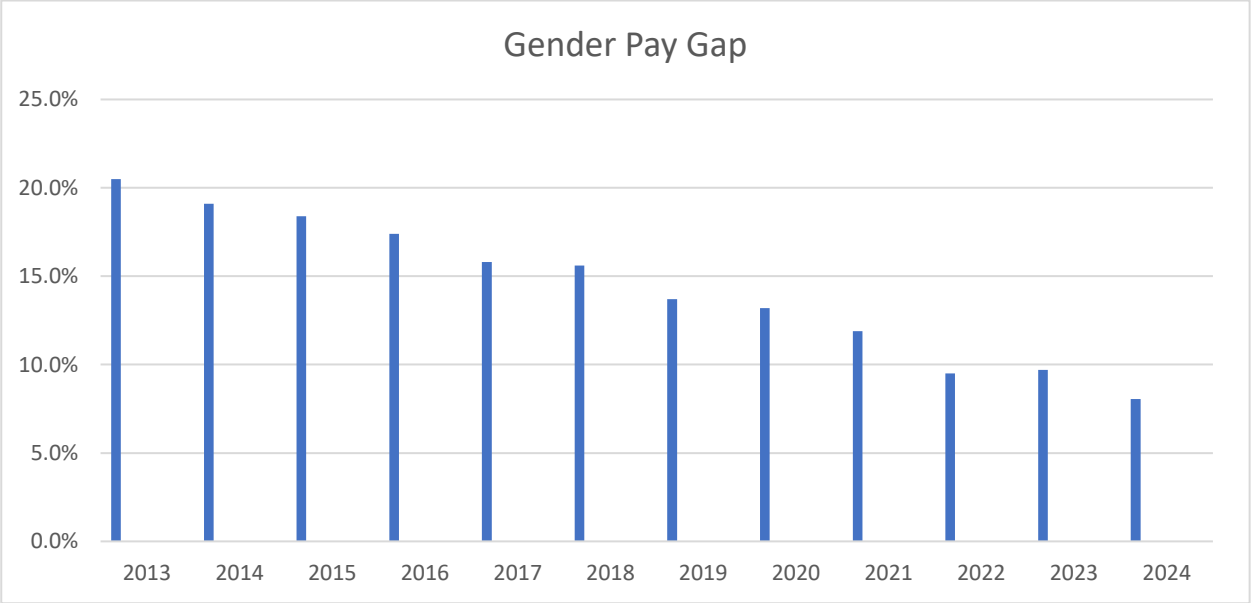
The group has engaged with other organisations to advance our understanding of and support for gender equality. Examples include engagement with Teagasc on their Gender Equality Plan; Bord

Bia on the Agri-Food Diversity & Inclusion Forum; and active participation in Soapbox Science (promoting women in science).

The GESG examined and considered DAFM gender equality metrics and did a significant amount of research on gender issues and actions for inclusion in an Action Plan on Gender Equality. Some of these actions fed into a Gender Equality Chapter in the Department's Equality, Diversity and Inclusion Strategy 2024-2027.

Gender Pay Gap Trends 2013 -2024

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%. The trend continued to move steadily downwards. The figures shown in this report for the period covered show the gender pay gap continues to fall, with this year's figure of **8.05%** being 1.65% lower than that reported in 2023.



Department Recruitment Competitions

The Department's Competitions and Recruitment Section oversees approximately 70 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 46.9% of applicants are men, 51.4% are women and 1.7% have not specified gender.

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.

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.

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 (Science, Technology, Engineering, and Mathematics)* events and a number of staff from the Department attended the Women in STEM Conference in Croke Park in March 2024.

Arising from the National Dialogue on Women in Agriculture in February 2023, a report and 12-point action plan was compiled from the outcomes and recommendations. The actions cover a wide range of areas, all of which are important to the successful achievement of gender balance within the agriculture sector in Ireland. The report and action plan were formally launched by Minister McConalogue and his colleagues Ministers of State Hackett and Heydon on 31st January 2024.

The Women in Agriculture Working Group was established to facilitate and guide the implementation of the action plan. Good progress has been made on several of the actions and the group meet regularly to monitor progress. The group is expected to present a progress report to the Minister and to the Food Vision 2030 High Level Implementation Committee (HLIC) in Q1, 2025.