



# GENDER PAY GAP REPORT

## 2023

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## 1. INTRODUCTION

I welcome the opportunity to present South Dublin County Council's second annual Gender Pay Gap Report, in accordance with the Gender Pay Gap Information Act 2021. The issue of gender pay differences is an important one, not only to the workplace but to wider society, and with this second report we can start to map trends over time as well as benchmark ourselves against others.

South Dublin County Council is at the forefront of delivering services to the citizens and communities of the county, and our employees work hard to achieve our purpose which is to make the county a vibrant and inclusive place for the people who live, visit, work and do business here, now and for the future.

People are at the core of our organisation and our staff are integral to our ability to deliver services to the citizens of South Dublin County. We strive to promote and sustain a diverse and inclusive organisational culture where every employee feels valued and supported to achieve their potential and do their best work.

Section 2 of this report provides a context of South Dublin County Council as part of the wider local government sector. Section 3 offers a detailed explanation of gender pay gap reporting which is important to understand before interpreting the organisation's data which is presented in Section 4. In section 5 we outline some of the main activities this Council undertakes to ensure equality of opportunity with fair and transparent employment practices, and support a workplace environment where diversity, human rights and inclusion are respected values for all. From mentoring programmes to supporting equality, diversity and inclusion, the Council is working to ensure that every member of our workforce feels empowered and supported to contribute their best.

The figures presented are a snapshot on 30<sup>th</sup> June 2023, which is the same date as the figures for the other 30 local authorities were compiled. We will examine these figures over the coming months to understand what this year's gender pay gap can tell us about equality and diversity in our organisation, and we will work with our colleagues in the wider sector to share best practice and continue to monitor the trends over time. Equality is not just a goal, but a continuous journey requiring collaboration, understanding and adaptability and this report is a narrative of our commitment to building an inclusive community where everyone, regardless of gender, has equal opportunities to thrive.

**Colm Ward**  
**Chief Executive**  
December 2023

## 2. ABOUT US

### LOCAL GOVERNMENT IN IRELAND

South Dublin County Council is one of 31 local authorities in Ireland, the closest and most accessible form of government to citizens. We have responsibility for the delivery of a wide range of services in the local area, with a focus on making cities, towns, villages and the countryside attractive places in which to live, work and invest. Local authority services make a significant contribution to the physical, cultural, social and environmental development of communities and play a key role in promoting social inclusion, quality of life, economic development and enterprise at a local level. Local authorities lead the strategic vision of the county or city, developing partnerships with other state, public and private bodies in the delivery of critical infrastructure, integrated services delivery and developmental work. Local authorities deliver hundreds of services, infrastructure and programme development across areas such as:

Arts and culture	Major Emergency Management
Climate action	Parks and open spaces
Community development	Planning
Economic development	Public Realm maintenance
Environmental protection	Roads and transport
Housing provision	Sports and Recreation
Libraries	Tourism

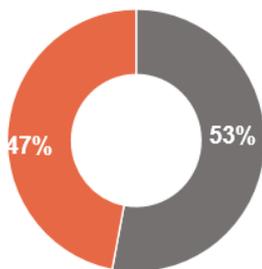
Local authority employees contribute their diverse skill sets, professions and experience, including:

Apprenticeships	Inspectors
Architects	Landscape Architects
Arts Officers	Library Services
Cleaners	Parks services
Clerical and administrative staff	Planners
Community Officers	Porters
Data Analysts	Programmers
Drivers	Quantity Surveyors
Engineers	Senior Management Roles
Enterprise Development Officers	Solicitors
Financial Accountants	Sports Officers
General Operatives	Technicians
Graduates	Trades people

## SOUTH DUBLIN COUNTY COUNCIL

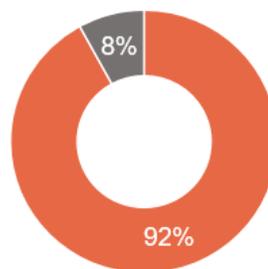
South Dublin County is a place of beautiful natural landscapes, outstanding amenities, diverse, vibrant urban and rural communities, with abundant cultural and sporting activity to provide a high quality of life to the people who live here. Working for South Dublin County Council gives our employees the opportunity to gain experience of working at the heart of local government and to make a real and tangible difference in local communities. Everything we do is geared towards making South Dublin County a great and inclusive place for the people who live, visit and work here and our employees play a vital role in achieving that ambition. To do this we employ a growing workforce of over 1,400 employees, who are based in our civic offices, libraries and depots throughout the county. The diversity of our employees reflects the diversity of the population that we serve, with a mix of general services / tradespeople, management / administrative, and professional / technical staff, providing a diverse and evolving range of services to a growing population of over 300,000 people and over 7,000 businesses. As an organisation, we work collaboratively with the county's elected representatives, other service providers and local communities to lead the development of the county as a place in which to live, work, visit and invest.

**% of Employees by gender  
30 June 2023**



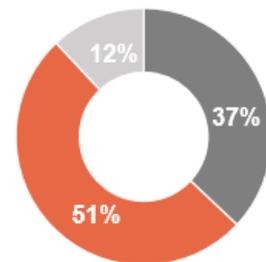
■ % Male ■ % Female

**% Employees by  
full-time/part-time  
30 June 2023**



■ % Full-time ■ % Part-time

**% Employees by job category  
30 June 2023**



■ % General Services  
■ % Management & Administrative  
■ % Professional & Technical

### 3. WHAT IS GENDER PAY GAP REPORTING?

#### GENDER PAY GAP REPORTING 2023

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2023 is the second year that organisations will have to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2023. Organisations have six months to prepare their calculations and must publish their report before 31 December 2023. The information must be published on the employer's website and be accessible to all employees and to the public.

#### WHO IS INCLUDED?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

#### WHAT DO WE MEAN BY THE GENDER PAY GAP?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in South Dublin County Council are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay. Rates of pay within the sector are agreed through national wage agreements negotiated regularly between the government and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at [www.localgovernmentjobs.ie](http://www.localgovernmentjobs.ie)

#### MEAN AND MEDIAN GENDER PAY GAP

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

MEAN GENDER PAY GAP
This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females
$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$

MEDIAN GENDER PAY GAP
<p>This shows the % difference between the            median hourly rate of pay for males            and            median hourly rate of pay for females</p> $\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$

The **mean** is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The **median** is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of the difference between what a male and a female is paid. If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of large numbers of relatively low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes in real time through retirements, resignations, and the recruitment of new staff. However, headline figures will give a good indication of the differences between average earning between males and females.

## QUARTILE PAY BANDS

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands. In order to group employees into these quartile pay bands, the organisation lists all employees from lowest to

highest, based on their hourly rates. The employees are then divided into four equal groups or quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

#### BONUS AND BENEFIT-IN-KIND

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector.

#### FACTORS THAT CAN HAVE AN IMPACT ON THE GENDER PAY GAP

As mentioned, this report does not look at equal pay. Every employee, regardless of gender, is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Work patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles which may attract a different rate of pay.
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

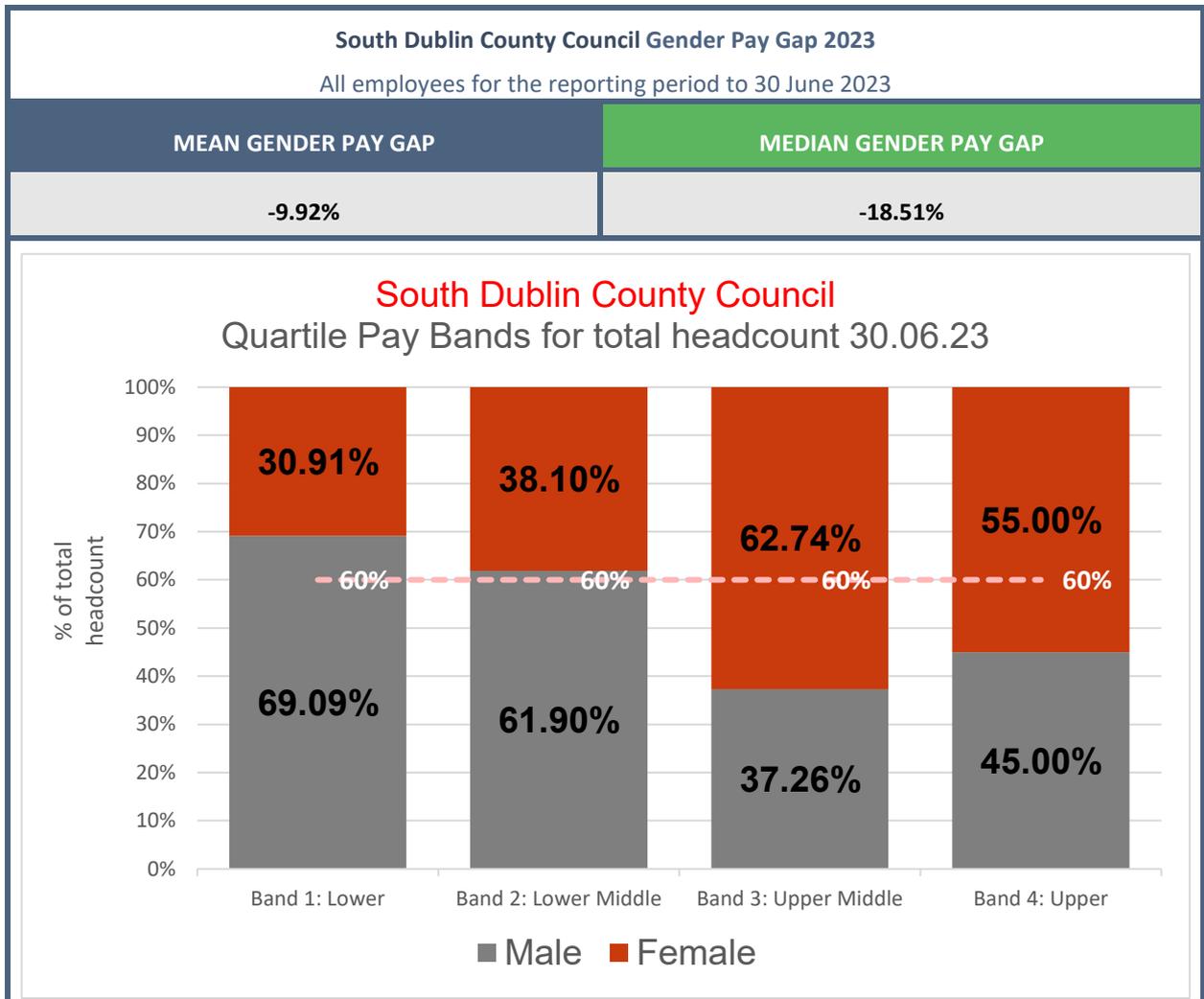
If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

**4. SOUTH DUBLIN COUNTY COUNCIL'S GENDER PAY GAP**

**MEAN AND MEDIAN GENDER PAY GAP - ALL EMPLOYEES**



Note: 53% : 47% (male : female) is the gender breakdown of all employees in South Dublin County Council on 30 June 2023.

The Mean Gender Pay Gap shows that on average, the average hourly rate for females is 9.92% higher than that for males. The Median Gender Pay Gap shows that the median rate of pay for females is 18.5% higher than the median rate of pay for males.

Looking at the distribution of employees across the four Quartile Pay Bands helps us examine pay at different levels of the organisation. These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile). The split for each of the 4 quartiles shown above is broadly in line with our workforce demographics of 53% male and 47% female.

For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile. There is a higher proportion of males in Band 1 and Band 2 reflecting that there are proportionately more males at lower grades and somewhat of a fluctuation in each band from 2022. There is also a higher proportion of females in the Band 3 and a slightly higher proportion of females in Band 4, reflecting that there are proportionately more females in higher grades. These percentages in gender breakdown in senior grades is to be welcomed and reflect progress on gender balance in senior roles. Both more males at the lower grades and fewer females at higher grades can affect the mean and median pay gaps.

#### MEAN AND MEDIAN GENDER PAY GAP - PART-TIME EMPLOYEES

South Dublin County Council Gender Pay Gap 2023	
Part-time employees for the reporting period to 30 June 2023	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-27.14%	-27.92%

Approximately 8% of all our employees on 30 June were working part-time. Of these, 11% are male and 89% are female. Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up in administrative and clerical job categories. Another factor is job categories where part-time work is an occupational feature of the role including the library service and school warden service.

#### MEAN AND MEDIAN GENDER PAY GAP - TEMPORARY EMPLOYEES

South Dublin County Council Gender Pay Gap 2023	
Temporary employees for the reporting period to 30 June 2023	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-28.72%	-22.74%

On 30 June 2023, approximately 2% of our employees were employed on temporary contracts. Of these, there was an even 50% male and 50% female split. These contracts include temporary/seasonal employees such as clerical admin grades and general operatives, as well as graduates and apprentices in various disciplines.

#### BENEFIT IN KIND

On 30 June 2023, 11.85% of male employees received a Benefit in Kind payment and 6.26% of females received a Benefit in Kind payment.

#### BONUS PAYMENT

Bonus payments do not feature as part of pay in the local government sector.

## 5. ACTIONS SUPPORTING EQUALITY, DIVERSITY AND INCLUSION

### FAIR AND TRANSPARENT RECRUITMENT PRACTICES

- As an equal opportunities' employer, we work to promote a culture of equality and strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment.
- All Interview Boards are gender balanced and all Interview Boards receive training in competency-based interviewing, unconscious bias training and newly introduced disability awareness training as part of our participation in the Willing, Able, Mentoring (WAM) Programme.
- Information is provided to all candidates on our family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.
- We provide training and support, open to all employees to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

### WORK LIFE BALANCE

- We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity, and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, work-sharing.

### BLENDED WORKING

- Blended working is now a part of our flexible working policies with flexible options to combine office and remote working.

### CYCLE TO WORK AND TAX SAVER SCHEMES

- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

### LEARNING AND DEVELOPMENT

- South Dublin County Council is an accredited employer under Engineers Ireland CPD Programme, a testament to the ongoing commitment of management and staff as it means our staff are continuously learning, growing, and adapting to industry changes.
- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Education Assistance Scheme, with study and examination leave also available.

- Individual development of the competencies and experience required to excel in each role is supported through the self-assessment Competency Framework and the Performance Management and Development System (PMDS) as implemented by an employee with their line manager. The agreed training needs for all employees then inform the preparation of an annual corporate training plan.

#### HEALTH AND WELLBEING

- The health and wellbeing of all employees is paramount, and a healthy work-life balance is important in South Dublin County Council. We offer a comprehensive occupational health and wellbeing programmes including an Employee Assistance Programme which extends to immediate family members, free health screening, health and nutrition advice, wellbeing webinars throughout the year and free annual flu vaccination programme.
- The Council operates the Public Service Sick Leave Scheme, which is available to all employees to support an employee's healthcare needs during periods of illness, within the terms of the scheme.
- The Council's in house Staff Welfare Officer is also available to provide support to staff on a one to one, strictly confidential basis and the Employee Assistance Programme supplements this approach with a wide range of supports available particularly related to mental health.
- The Council has developed an inclusive communications App to ensure that all employees can be communicated with regularly and to promote wellbeing initiatives, regardless of their work location.

#### DIGNITY AT WORK

- The Council actively promotes and supports a culture of dignity, respect, and equality. We have a Dignity at Work Policy, and all employees and managers receive training and support in the implementation of the policy.

#### EQUALITY, DIVERSITY AND INCLUSION

- South Dublin County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.
- South Dublin County Council continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.
- The Council has an active LGBTQ+ Staff Network, a Disability Advisory and Consultative Panel and employs an Access and Equality Officer and a Social Inclusion Officer.
- All Council policies are equality proofed and all publications plain English proofed.
- South Dublin County Council recently received the WAM leader award for participation in the WAM Programme.

#### PUBLIC SECTOR DUTY

- South Dublin County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes with a Equality and Human Rights Framework Working

Group set up to guide, support and monitor the implementation of the Council’s Public Sector Equality and Human Rights Duty Framework.

- The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.
- Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in their annual report in a manner that is accessible to the public.
- South Dublin County Council acknowledges the commonality of purpose stated in both the “Duty” and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

#### WOMEN IN LEADERSHIP

- 47% of senior managers (at grade 8 level and above) are female.
- Participation in Women in Leadership programmes is strong and growing every year.

#### APPRENTICESHIPS/ TRAINEESHIP AND GRADUATE DEVELOPMENT PROGRAMMES

- As part our inclusive approach to recruitment, South Dublin County Council offers apprenticeships and participates as part of the Department of Further and Higher Education, Innovation and Science’s Action Plan for Apprenticeship 2021 – 2025 which aims to increase the number of apprenticeships within the Public Service. This includes new apprenticeship programmes linked to areas of work within local authorities, including IT and finance, as well as more traditional apprenticeship areas.
- South Dublin County Council also offers a structured Graduate Development Programme across disciplines such as Climate Action, Data Analysis and Project Management and in 2023 has expanded this structured programme to encompass all graduates across the engineering, planning, architecture, scientists, and landscape architects.
- The Council has also in 2023 developed a General Operative Traineeship programme in conjunction with the Education & Training Board to roll out in 2024 providing opportunities to upskill with the ETB and to use those skills in work placements with the Council and thus positioning trainees for future employment.

#### DATA COLLECTION AND EVIDENCE-BASED POLICY DEVELOPMENT

- We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with LGMA and our colleagues in other local authorities to share learnings and best practice.

