

Gender Pay Gap Report 2023

Department of Social Protection



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1 Introduction

The Department of Social Protection's (DSP) mission is to promote active participation and inclusion in society through the provision of income supports, employment services and other services.

The Department's goals include putting the customer at the centre of policy and service delivery, driving cost efficiency and effectiveness, and developing staff, structures, and processes.

Staff in DSP have pride in our values which encompass public service, a strong customer focus, total professionalism, engaged staff and being innovative. The Department is fully committed to being a workforce where a culture of equality, dignity and respect is embedded and where everyone feels supported and valued.

DSP at the time of reporting, June 2023 had 6,942 employees, 68.73% female, 31.27% male. The Gender Pay Gap (GPG) in DSP for 2023 is 4.69% (mean) or -0.24% (median). The Department is pleased to note that there is a reduction in its GPG from 5.5% in 2022 to 4.69% in 2023.

The GPG does not mean that men and women are paid differently because, as with all organisations in the Civil Service, DSP has equal pay for men and women in the same grades. However, the gender pay gap arises because of the difference in the proportion of males and females at particular grades.

Appendix A details the reporting requirements for DSP in relation to the GPG Information Act 2021.

2 Scope of the Report

This report has been compiled from data of persons employed in the Department. Data from persons employed in agencies under the aegis of the Department are not included.

1. Origins of the data

This report has been compiled with the assistance of the National Shared Services Office of the (NSSO¹), which provided pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances, and overtime.

The data supplied from the HR Management and Payroll Systems were analysed, which enabled the required calculations to be carried out.

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

2. Adjustments and approximations

The metrics in this report are calculated by reference to the employee breakdown per the tabular data in Section 4 of this report, which reflect the number of employees on the snapshot date who identify as male or as female.

- Staff on sick leave, staff on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount, but not included in the report.
- Ministers and Ministers of State are not included in this report as they are not employees.
- Staff on secondment to other organisations are included in this report.
- Staff on secondment to the Department but paid by other organisations are not included in this report.
- Adjustments were made for employees availing of the Shorter Working Year scheme.

3 Data Protection

All processing was carried out by members of HR in conjunction with staff from the Payroll Shared Services section of the NSSO 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 HR of the Department. All statistics provided in this report are combined and do not identify individuals.

4 DSP GPG Statement 2023

Table 1.0 Breakdown Male/Female

Organisation:	Department of Social Protection (DSP)
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Snapshot date:	23rd June, 2023
Reporting period - from:	Week 26 2022
Reporting period - to:	Week 25 2023

No. of Employees	Fulltime	Part-time	TOTAL (All)	(of whom the following are temporary staff)
Male	2,101	70	2,171	203
Female	3,956	815	4,771	467
TOTAL	6,057	885	6,942	670

There is a rounded 35%:65% gender breakdown of fulltime employees, an 8%:92% breakdown of part-time employees, a 31%:69% breakdown of ALL employees and a 30%:70% breakdown of temporary staff. All ratios are Male to Female.

Table 1.1 GPG Metrics

GPG 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)	4.69 %	R.7(1)(b)	-2.56%	R.7(1)(c)	-1.28%
Gender gap in MEDIAN Hourly Remuneration	R.8(1)(a)	-0.24%	R.8(1)(b)	-2.36%	R.8(1)(c)	-0.37 %

The **Mean GPG** indicates that the average salary paid to males in the Department is 4.69% more than the average salary paid to females. However, part-time female employees are paid 2.56% more than their male counterparts and temporary female employees are paid 1.28% more.

The **Median GPG** indicates that the median rate of pay for females is 0.24% higher than for males. The median rate of pay for part-time female employees is 2.36% higher than for males and the median rate for temporary female employees is 0.37% higher.

This data indicates, as discussed further below, that adjusting for the grade mix within the Department, a key factor driving the mean GPG is the higher rate of take-up of part-time and temporary work options by female employees compared to male employees.

Table 1.2 Gender Gap in Mean/Median Bonus

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

The Department does not operate a bonus scheme for staff.

Table 1.3 Across Pay Quartiles Male/Female

Pay Quartiles	% Male		% Female	
1: the lower remuneration quartile pay band	<i>R.10(1)(a)</i>	32.39 %	<i>R.10(1)(a)</i>	67.61 %
2: the lower middle remuneration quartile pay band	<i>R.10(1)(b)</i>	31.62 %	<i>R.10(1)(b)</i>	68.38 %
3: the upper middle remuneration quartile pay band	<i>R.10(1)(c)</i>	24.54 %	<i>R.10(1)(c)</i>	75.46 %
4: the upper remuneration quartile pay band	<i>R.10(1)(d)</i>	36.58 %	<i>R.10(1)(d)</i>	63.42 %
Department Gender Breakdown		31.27%		68.73%

A review of the distribution of employees across the four Quartile Pay Bands allows us to examine pay at different levels of the organisation.

The Quartile Pay Bands indicate the distribution of male and female employees by Pay Band across the organisation. The Department lists all employees and their hourly pay rates, from lowest to highest, these figures are then divided this into four equal Pay Bands or Quartiles – lower, lower middle, upper middle and upper. Table 1.3 indicates the proportion of male and female employees in each quartile.

The split for each of the four quartiles shown above is broadly in line with our overall workforce demographic of 68.73% female and 31.27% male. For the Department to have a zero GPG, each of the quartiles would need to reflect the overall workforce demographic more closely.

In the upper quartile, there are a higher proportion of males (36.58%) than in the workforce demographic (31.27%) reflecting that there are proportionately more males at the higher grades.

A similar profile exists in the lower middle quartile and lower quartile where there is a higher proportion of males (31.62% and 32.39% respectively) than in the overall workforce demographic (31.27%) reflecting that there are proportionately more males at the lower grades also, however, the percentages here are marginal.

However, in the upper middle quartile, the pattern is reversed with a higher proportion of females (75.46%) than in the workforce demographic (68.73%) reflecting that there are proportionately more females than males in this quartile.

1.1. **Factors That May Impact The GPG**

This report is not a review of equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar for work of equal value. However, differences in what employees are paid can be impacted by one or more complex factors that may include:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work and, although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Of the 885 staff currently availing of work-sharing (part-time) in the Department, 815 are Female and 70 are Male. This equates to a take-up of 17.08% of eligible Females and only 3.22% of eligible Males.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced or longer-serving employees.
- Time of year – temporary staff may be recruited for different roles which may attract a different rate of pay. Given the time of year when this snapshot was taken (June 2023) it would be expected that the TCO numbers in the Department are high to support staff availing of the Shorter Working Year Scheme.
- 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 – many lower-paid employees can affect the average figures reported.
- Societal factors – factors such as availability of child and/or elder care, how certain jobs or occupations are perceived may impact on career choices.

If an organisation reports a positive GPG, 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.

5 Department Staff Profile by Gender

DSP (at the time of reporting – June 2023) had 6,942 employees, 68.73% of whom were female, 31.27% male. There is strong female representation at most grades across the Department.

Management Board

As of 23rd June, 2023, there were 14 members of the DSP Management Board (MB) with a 48% / 52% gender balance in favour of males.

Table 2.0 Management Board

Grade	% Female	% Male
Secretary General (1)	0	100%
Deputy Secretary General (1)	100%	0
Assistant Secretary General (10)	40%	60%
Chief Appeals Officer (1)	100%	0
Chief Medical Officer (1)	0	100%
Total	48%	52%

Senior Management Grades

At senior management grade levels, ie the Principal and Assistant Principal grades, the gender balance is in favour of females, as seen in Table 2.1.

Table 2.1 Senior Management Grades

Grade	% Female	% Male
Principal Officer	55%	45%
Assistant Principal Officer	51%	49%

Middle Management Grades

At middle management grade levels, namely the HEO and AO grades, the gender balance is in favour of females, as seen in Table 2.2

Table 2.2 Middle Management Grades

Grade	% Female	% Male
Higher Executive Officer and Administrative Officer	66%	34%

Junior Management and entry level grades

At junior management and clerical officer grades (temporary and permanent), the gender balance is in favour of females.

Table 2.3 Junior Management / Entry Level Grades

Grade	% Female	% Male
Executive Officer and Clerical Officer	73%	27%
Temporary Clerical Officer	70%	30%

Service Grades

At service grades (Service Officers, Service Attendants, Cleaners) the gender balance is in favour of males.

Table 2.4 Service Grades

Grade	% Female	% Male
SVOs, SVAs, Cleaners	13%	87%

6 DSP Commitment to Equality, Diversity, and Inclusion (EDI)

DSP is committed to a working environment that is inclusive and respects and promotes the rights to equal treatment and dignity at work of every member of staff.

Through its staff policies and its management and business processes the Department seeks to promote a positive work environment in which people of all gender, ethnicity, age, sexual orientation, religion, family background/status, and ability feel welcome, safe, respected, and included.

In line with commitments identified in the HR People Strategy 2020 - 2023, a dedicated Equality, Diversity, and Inclusion (ED&I) functional unit is established in HR Division, incorporating the role of the Disability Liaison Officer. The ED&I Unit's Policy Objectives are:

Equality – the Department and its managers will provide a workplace where individuals have equal access to opportunities.

Diversity – each member of staff should feel comfortable to bring their whole self to work in an environment which embraces diversity.

Inclusion – our people, irrespective of background or differences, will experience a healthy respect and connection to their workplace which allows them to objectively contribute to working together to successfully deliver on our business services and goals.

Recruitment of staff to the Department is generally through the Public Appointments Service (PAS) which is the centralised provider of recruitment, assessment and selection services across the Civil Service. All recruitment activities by the PAS are underpinned by their Equality, Inclusion and Diversity strategy 2021-2023. All competitions are run in compliance with the Code of Practice for Appointment to Positions in the Civil Service and Public Service published by the Commission for Public Service Appointments (CPSA) available at <http://www.cpsa.ie/>

7 How DSP is Supporting Gender Equality

Fair and transparent recruitment practices

As an equal opportunities employer, DSP works to promote a culture of equality and strives to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.

- DSP provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interviews, and supplying or arranging appropriate equipment.
- All Interview Boards are gender balanced and Interview Board members ensure that interviews are conducted in accordance with the Department's recruitment and selection policies, which are based on best practice.
- Recruitment websites highlight family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.
- DSP provide learning, training and support, open to employees to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale, and DSP offers strong career progression opportunities which are open to all employees.

Work-Life balance

- DSP offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity, adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes and work-sharing. While all these flexible options are availed of at a higher rate by female workers (and therefore, adversely affect the measured gender pay-gap) the Department will continue to offer these options.

Blended working / Tax Saver Scheme / Cycle to Work Scheme

- Blended working, a location-based arrangement, is now a part of our agile working policies with flexible options to combine office and home/hub working.
- DSP provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

Learning and Development

- DSP is 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 a range of education opportunities, with study and examination leave also available.

Health and Wellbeing

- The health and wellbeing of all employees is paramount, which is underpinned by a strong health and safety ethos across the Department. The Department provides employee health and wellbeing programmes including an Employee Assistance Programme.

Public Sector Duty

- The Public Sector Equality and Human Rights Duty places a statutory obligation on public bodies in performing their functions to have regard to the need to:
 - eliminate discrimination
 - promote equality of opportunity and treatment for staff and to those to whom it provides a service
 - to protect the human rights of service users and staff as they carry out their work.
- The Department has regard to our public sector duty in all activities. The Duty complements existing public policy, strategies, and procedures as they relate to progressing human rights and equality. Our key actions as an employer include:
 - We promote awareness of the policies that relate to equality and human rights for all staff by identifying relevant policies and information and making it accessible to all staff via Stór (the DSP intranet site), through office notices and using the EDI initiative to reflect human rights and inclusion.
 - The Department participates in the Willing, Able Mentoring (WAM) programme on an annual basis.
 - As an equal opportunity's employer, we support staff with career development opportunities through our performance management and development system (PMDS). Promotion competitions, mobility and learning and development opportunities are made available to all staff equally. All promotion competitions conducted in DSP operate according to the code of Practice of the Public Service Appointments Commission.
 - We promote human rights and equality training to frontline staff to create awareness of human rights and diversity and to equip them to provide excellent customer service to all and to build expertise in the Department. We also offer support, encouragement, and funding to staff for accredited learning programmes in this area of study.
 - The Department also supports initiatives on an ongoing basis to promote awareness on human rights and equality, such as thematic events/days for staff such as International Epilepsy Day, Mental Health Week, Irish Sign Language Awareness Week, and Pride.

Appendix A

The GPG Information Act 2021 requires organisations with over 250 employees to report on their GPG based on a snapshot date in June with a reporting period of 12 months immediately preceding and including the snapshot date, before reporting six months later during December. This is the Department's second GPG (GPG) report and is based on a snapshot of employees within the Department on 23rd June, 2023.

The GPG is the difference in the average hourly wage of men and women across a workforce, with the range of metrics being set out in the GPG Information Act 2021.

The mean and median figures must also be given separately for part-time and temporary employees. The mean is the average, calculated by the difference between the average hourly pay rate for males and hourly pay rate for females, expressed as a percentage of the male hourly rate. If this rate is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date and if positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The GPGPG is not the same as unequal pay and the pay of all employees of the Department is aligned to civil service pay grades defined by the Department of Public Expenditure and Reform (Circular 11/2023 [Gov.ie](#))

Explanatory Note

The metrics in this report are calculated by reference to the employee breakdown in the GPG tables in Section 4 which reflect the number of employees on the snapshot date of 23rd June, 2023 who identify as male or as female.

This report does not contain figures or metrics for any aegis bodies or other agencies associated with the Department, who will publish their own report, where required.

