



# DUBLIN CITY COUNCIL GENDER PAY GAP REPORT 2023



Comhairle Cathrach  
Bhaile Átha Cliath  
Dublin City Council

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# Introduction

Dublin City Council is at the forefront of delivering services to our citizens and communities. Our vision is to create a sustainable and dynamic Dublin, supported by a responsive and innovative City Council that delivers for the city's citizens, communities, businesses, and visitors.

At Dublin City Council, we are committed to equality, diversity, and inclusion. We understand the value of having people with diverse backgrounds, experiences and perspectives in our workforce, and the importance of nurturing an open culture in the organisation that offers fairness and opportunity to all.

Gender Pay Gap Reporting has given us a new method of evaluating equality in our organisation. In this, our second year of reporting, I am pleased to note some progress in reducing our Gender Pay Gap and acknowledge that there is still more to be done. Tackling inequality is a continuous process that requires ongoing focus.

Guided by our Equality Policy and our Public Sector Equality and Human Rights Duty, we will maintain our commitment to promoting human rights and equality across all our activities: service provision, policy design and employee services.

Gender Pay Gap Reporting does much to draw attention to this issue. Although our results will naturally vary each year, I will monitor the long-term trends and continue to emphasise the importance of equality, diversity, and inclusion.

**Richard Shakespeare**  
*Chief Executive*  
*Dublin City Council*

# About Dublin City Council

Dublin City Council is a unique organisation, where people with a wide range of skills and backgrounds can build their career and have a positive impact on the life of the city.

In partnership with the 63 Elected Members, and partner agencies and organisations in the City, the Council team of 5,900 staff deliver over 800 different services to Dublin's citizens, businesses and visitors, including provision of housing, planning, development, environmental, roads and traffic, fire and emergency services, leisure, economic and community services.

Our employees work from over 150 locations across the city, including office locations, libraries, sports facilities, depots, in the public realm, and on sites. Services are often provided outside standard working hours with staff working a variety of different shift patterns to meet the needs of communities and citizens.

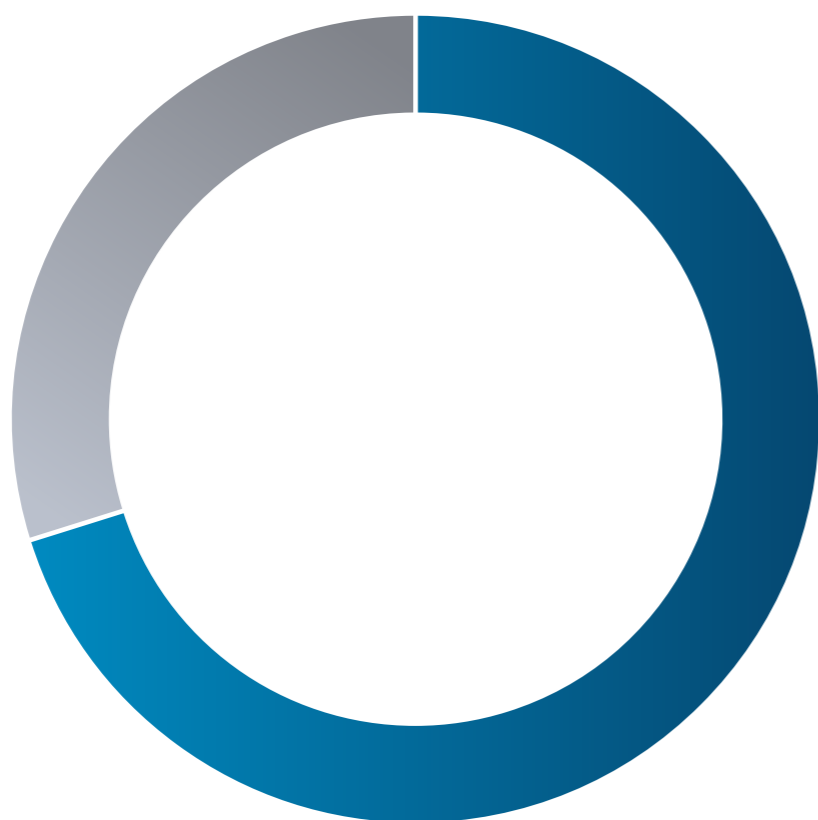
Our employees have a variety of career paths and mobility opportunities, and we invest in our people through training and education, wellbeing strategies, and career development. Our employees are supported, where possible, by work-life balance initiatives that enable flexible working arrangements.

Gender equality is part of our broader commitment to a diverse and inclusive workplace. Our workforce is made up of 30% female and 70% male employees. Improving the representation of women across our cohorts of staff at all levels of the organisation is an important focus for us.

**% Of All Employees by Gender 17.06.2023**

Female  
29.61%

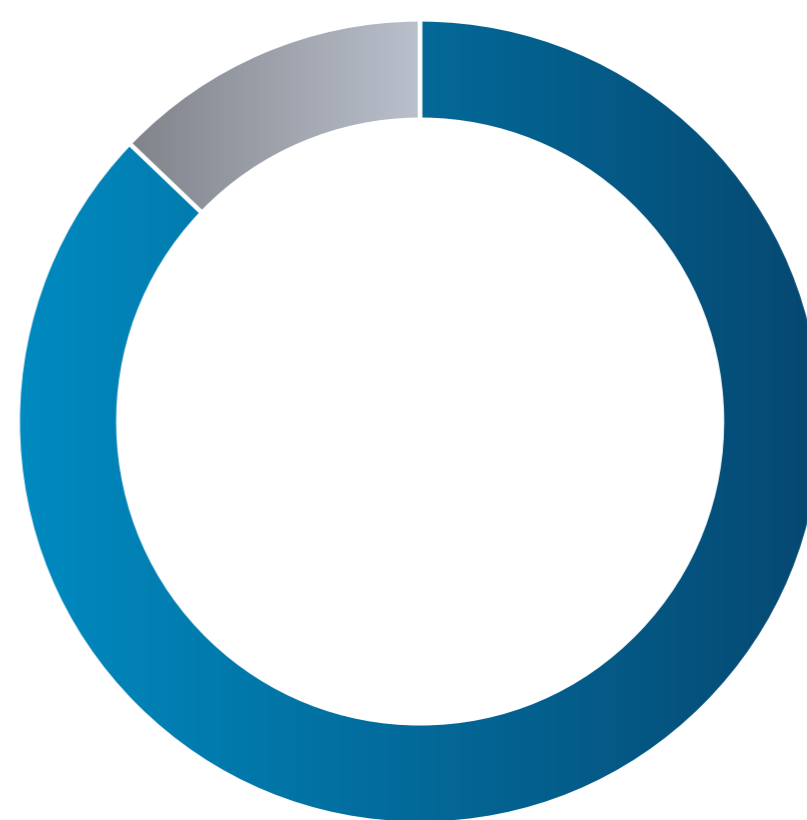
Male  
70.39%



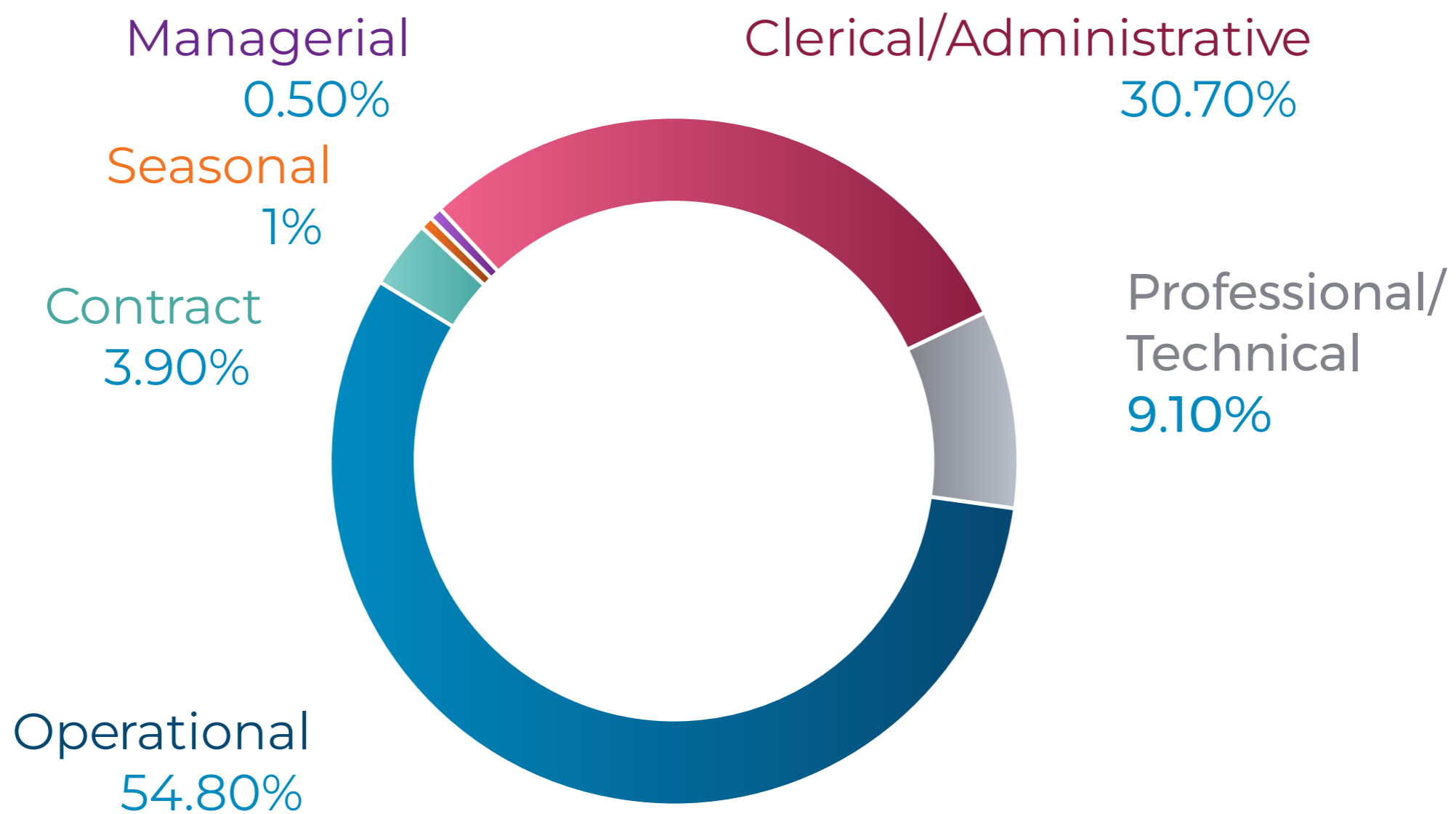
**% Of All Employees by Full-Time/Part-Time**

Part-time  
14.25%

Full-time  
85.75%



*% Of All Employees by Employment Category*



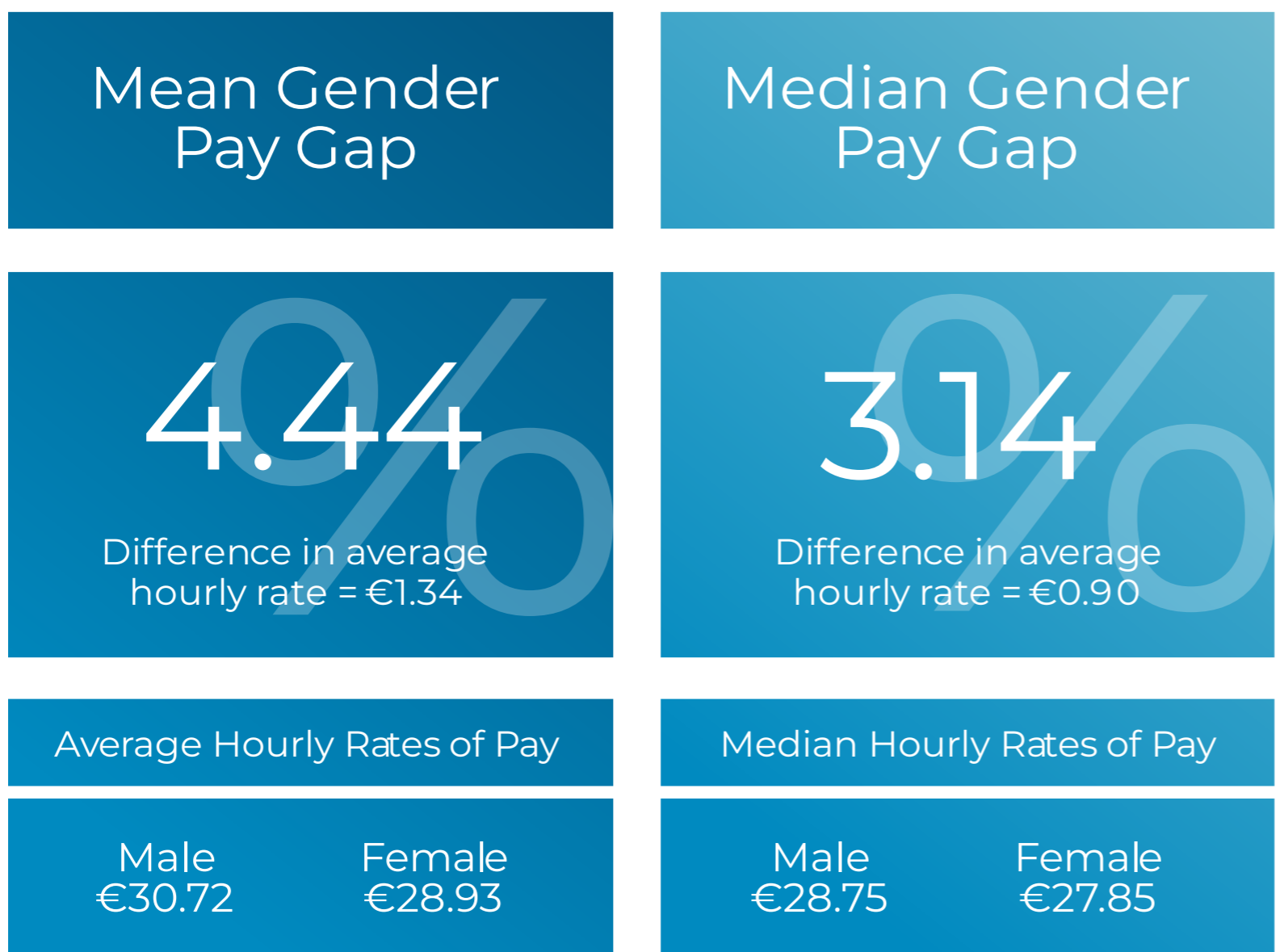
# Our Figures

## 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.

### All Employees

*All Employees for the reporting period to 18th June 2023*

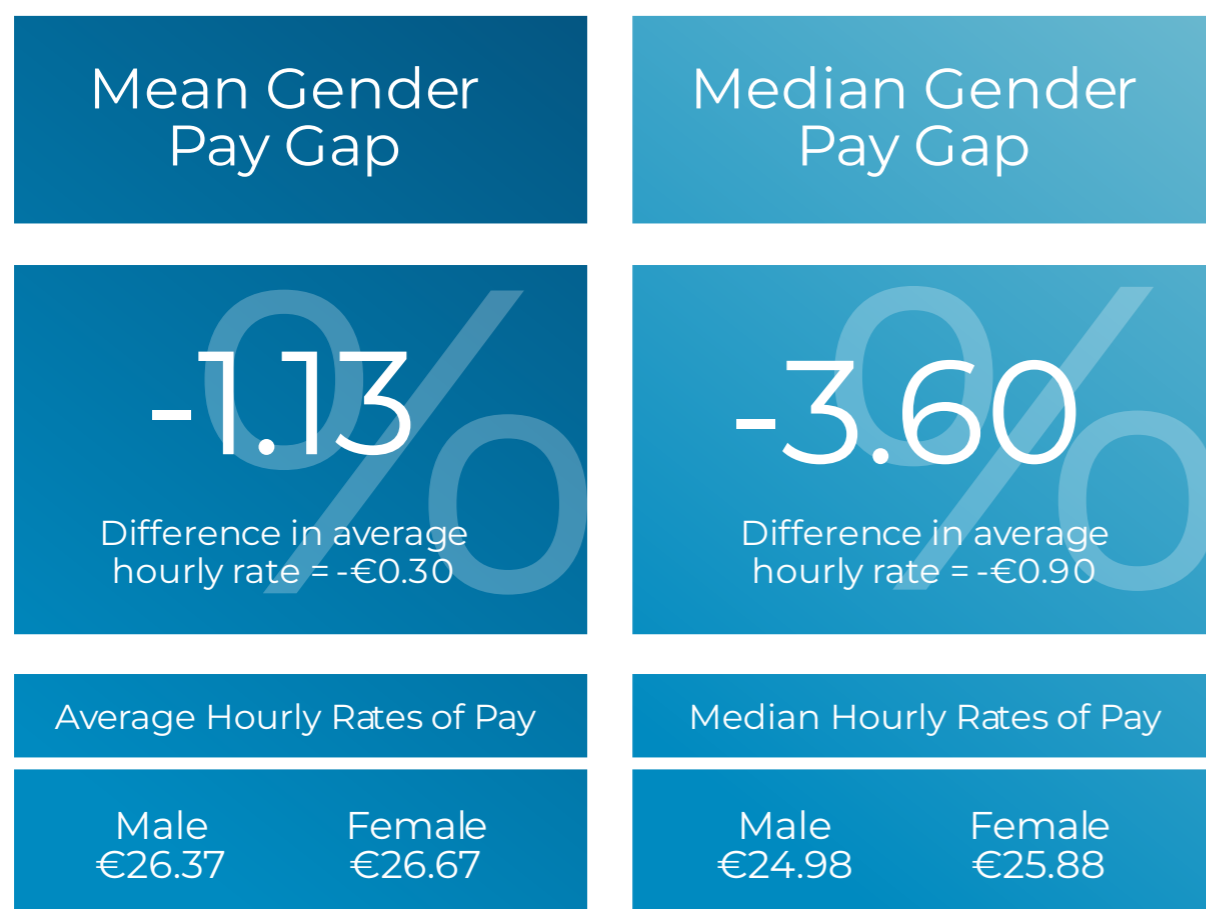


### A Gender Breakdown of the Quartile Pay Bands for All Employees 17th June 2023

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	69.36%	67.25%	65.42%	70.39%
Female	30.64%	32.75%	34.58%	29.61%

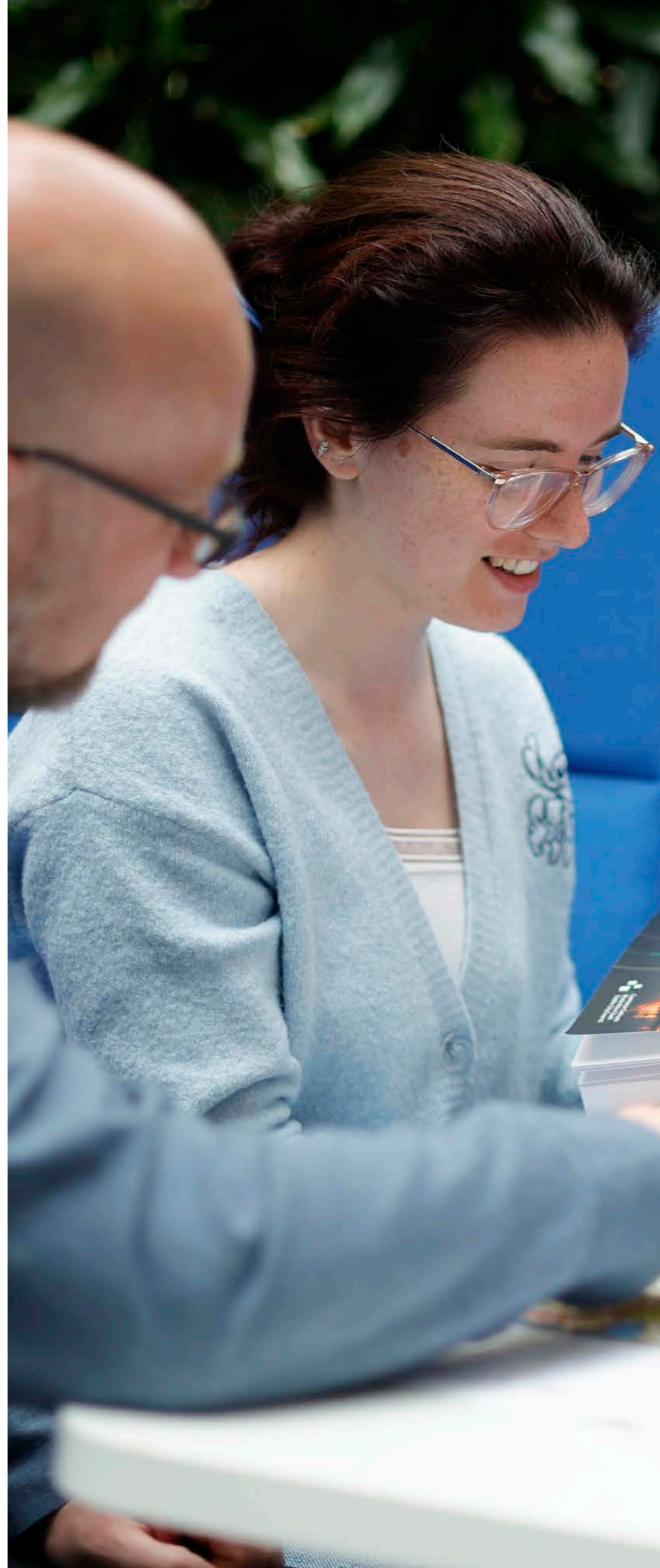
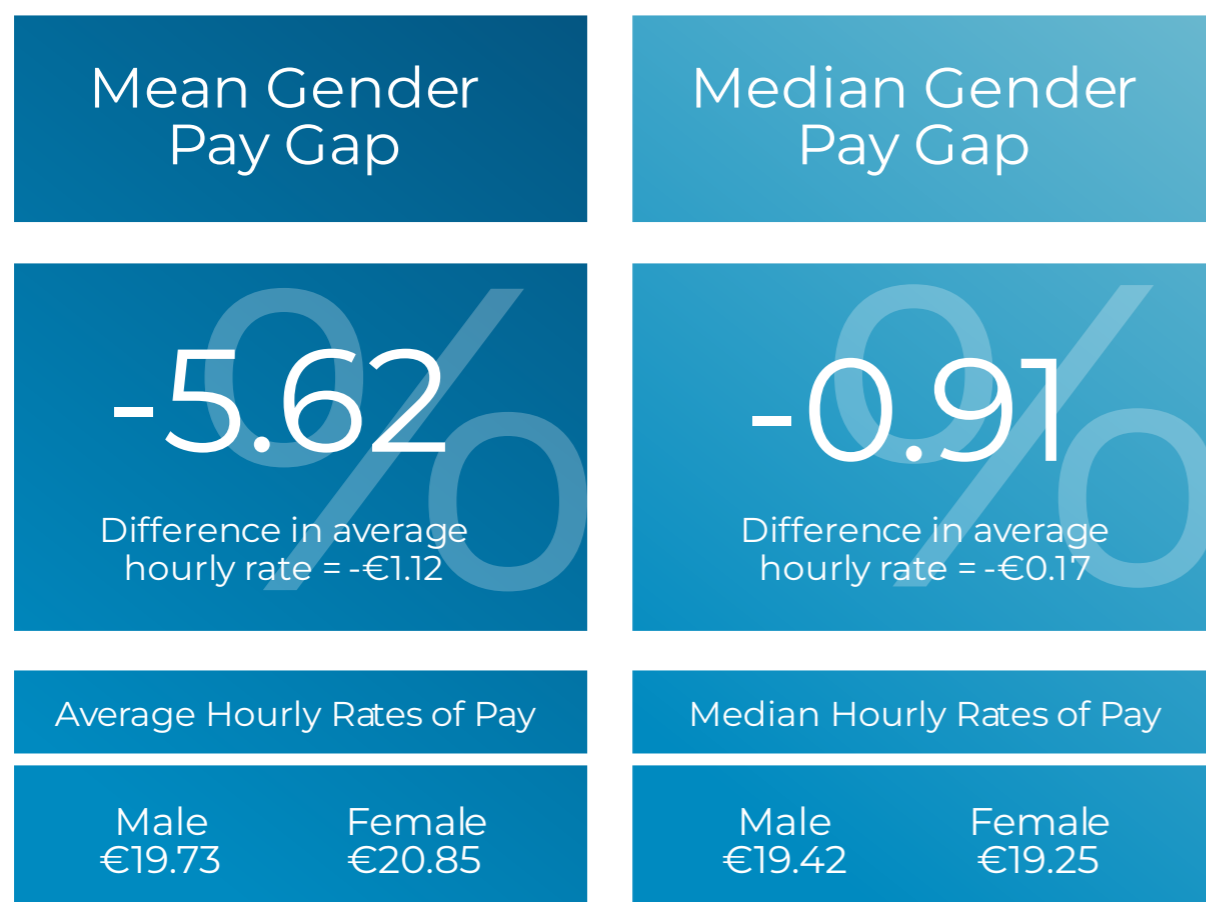
## Part-Time Employees

**Part-Time Employees for the reporting period to 17th June 2023**



## Temporary Employees

**Temporary Employees for the reporting period to 17th June 2023**



## What are these figures telling us?

The mean Gender Pay Gap shows that, on average, males are paid 4.44% more than females. In 2022, our Gender Pay Gap was 4.83%.

Our remaining Pay Gap is driven by a diverse range of factors. Among the most important factors are:

- + Distribution of employees across the Quartile Pay Bands
- + Workforce Segmentation
- + Work Patterns – Full-time and Part-time Work

### **Distribution of employees across the Quartile Pay Bands**

There is a higher proportion of males in the upper quartile pay band which reflects the nature of workforce segmentation in the organisation.

The lower quartile pay band comprises of 30% clerical/administrative employees, 2% professional/technical, 50% operational, 13% contract, and 4% seasonal employees.

The lower middle quartile consists of 29% clerical/administrative employees, 2% professional/technical, 68% operational, and 1% contract employees.

Within the upper middle quartile pay band, clerical/administrative employees make up 45%, professional/technical 10%, operational 45% and contract employees represent 1%.

In the upper quartile pay band, management represent 2% of the cohort, clerical/administrative employees make up 19%, professional/technical represent 22%, and operational staff represent 55% of employees in this quartile.

### **Workforce Segmentation**

The Operational Employment category is comprised of 88% males. Operational roles include Craft workers, General Operatives and Dublin Fire Brigade which operates across the 4 Dublin Local Authority areas. These roles have traditionally been perceived as ‘male’ roles and although these perceptions are changing, the continued low number of female employees in this area has a significant impact on the Council’s Gender Pay Gap.

### **Work Patterns – Full-time and Part-time Work**

14.25% of City Council employees work on a part-time basis. This includes employees working in part-time roles and employees on flexible-working arrangements. A further analysis of our figures shows that the number of females working in a part-time role is three times that of males.

The City Council also supports a number of family-friendly and work-life balance policies including carer’s leave, paid maternity and adoptive leave, paid paternity leave, parental leave and shorter working year schemes. In certain circumstances, employees can also reduce their working hours through work-sharing arrangements.

Although employees working in part-time roles and on a part-time basis are distributed across all Quartile Pay Bands, the majority are clustered in the Lower and Lower Middle Quartiles.



# Other Payments

## Benefit in Kind

On 17 June 2023, 0.0% of male employees received a Benefit in Kind payment and 0.0% of females received a Benefit in Kind payment.

## Bonus Payments

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



# How we are supporting Gender Equality

## Equality, Diversity and Inclusion measures implemented within Dublin City Council in 2023:

- + We provided access to a 'Women In Leadership – Building Potential' programme facilitated by Cooperation Ireland with the All-Ireland Local Authority Forum. 32 employees registered to undertake the programme that aims to deliver on the following developmental areas for participants:
  - ♀ To build confidence among future female leaders within the Local Government sector by developing effective personal leadership styles and building resilience in the workplace.
  - ♀ To offer female leaders within the local government sector on both sides of the border an opportunity to establish a supportive cross-border sectoral learning community.
  - ♀ To assist the local government sector to foster and develop diverse leadership teams in order to retain the next generation of leaders at all levels within their respective organisations.
- + Our Learning and Development Unit, together with the Institute of Public Administration, created an employee development programme 'Working Well Together' delivered primarily to the operational workforce. The purpose of this programme is to support employees in developing and maintaining strong working relationships with colleagues and developing an understanding of how to manage your wellbeing during times of change. The course content focuses particularly on the following topics:
  - ♀ Interpersonal and Communication skills in the workplace
  - ♀ Equality, Diversity and Inclusion in the workplace
  - ♀ Wellbeing and Change
- + The City Council supports the IMI / 30% Club Network Mentor Programme and participated in the programme again in 2023.
- + We celebrated national events such as 'Women in Sport Week' and 'Her Outdoors' which is an incentive to get women partaking in physical activity outdoors in a safe environment. These

initiatives are in collaboration with Dublin City Council's Sports & Wellbeing Partnership and Sport Ireland.

- + Our newly launched Health & Wellbeing Strategy promotes national dates such as 'World Menopause Day' & 'Breast Cancer Awareness Month'. Dublin City Council marked both dates by holding a Women's Health Week with information sessions on topics such as menopause, fertility, hormones, pregnancy etc.
- ♀ We rolled-out a series of bespoke e-Modules on Inclusion in the Workplace, including a specific module on gender inclusion. The modules are intended to educate, inform and guide staff. Our aim is to protect the equality and human rights of all employees.
- + We continued to strive to attract women into areas of our work where they have been traditionally under-represented. For example:
  - ♀ Attracting women onto our apprenticeship programmes, where, for instance, we currently have three female craft apprentices working in the organisation – a further two former female apprentices are now working with us as fully qualified carpenters.

### **Equality, Diversity and Inclusion measures currently in place within Dublin City Council:**

- + A commitment to placing human rights and equality at the core of how we perform our functions is a priority objective of our Corporate Plan 2020-2024.
- + We have developed and agreed an action plan for the ongoing implementation of the public sector equality and human rights duty across all of our functions, which will progressively embed the Public Sector Duty in our current management, policy development and service delivery processes.
- + Our Dignity at Work Policy sets out our commitment to maintaining a workplace environment that encourages and supports the right to dignity at work and the procedures we have in place to handle complaints, including on the gender ground.
- + Our senior level Equality Committee, chaired by an Assistant Chief Executive, oversees policies, initiatives and the implementation of our Public Sector Duty. Our Equality, Diversity and

Inclusion Officer reports to this committee on a quarterly basis.

- + The health and wellbeing of all our employees is paramount, and a healthy work-life is important to us. We offer comprehensive employee occupational health and wellbeing programmes including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars.
- + As an equal opportunities employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection processes, which are open to all.
- + Our job descriptions and job advertisements use gender neutral language. All our Interview Boards are gender balanced and all Interview Boards receive training, including on our obligations under Employment Equality Legislation.
- + Our job adverts clearly state that we recognise the value and importance of attracting and welcoming a diverse workforce that is reflective of the communities we serve, and that we welcome applications from suitably qualified persons regardless of their status under the protected grounds which we list, including that of gender.
- + Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.
- + 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, and work-sharing.
- + Blended working is part of our flexible working policies with flexible options to combine office and home/hub working.





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