



DUBLIN CITY COUNCIL GENDER PAY GAP REPORT 2022



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 gives us a new way to evaluate equality within the organisation. In this first year of reporting, we have adhered carefully to the statutory requirements outlined in the legislation. We will consider the data and its implications thoroughly. Understanding the factors driving the Gender Pay Gap allows us to build on the measures we already have in place and to identify other actions that are needed to address it.

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

I welcome the opportunity that the Gender Pay Gap reporting gives us to focus on this issue and look forward to monitoring these trends over time.

Owen P. Keegan
Chief Executive
Dublin City Council

About Dublin City Council

Dublin City Council is a unique organisation, where people with all kinds 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 520 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 normal working hours with staff working a variety of different shift patterns to meet the needs of communities and citizens.

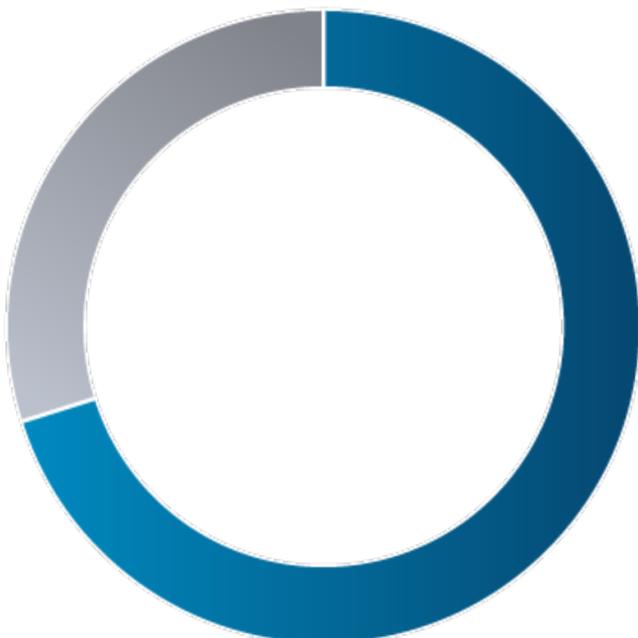
Our employees have a variety of career paths and mobility opportunities, and we invest in our people through training and education, wellbeing strategies, and career development. Our employees are supported, where possible, by work-life balance initiatives that enable flexible working arrangements.

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 18.06.2022

Female
29.84%

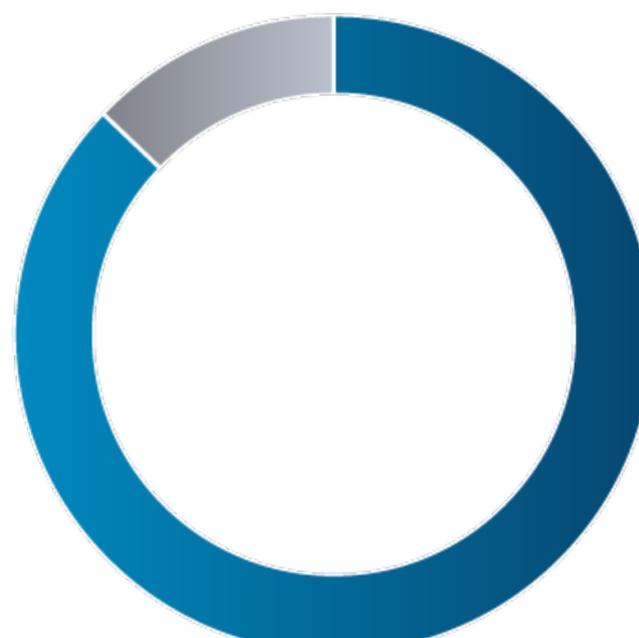
Male
70.16%



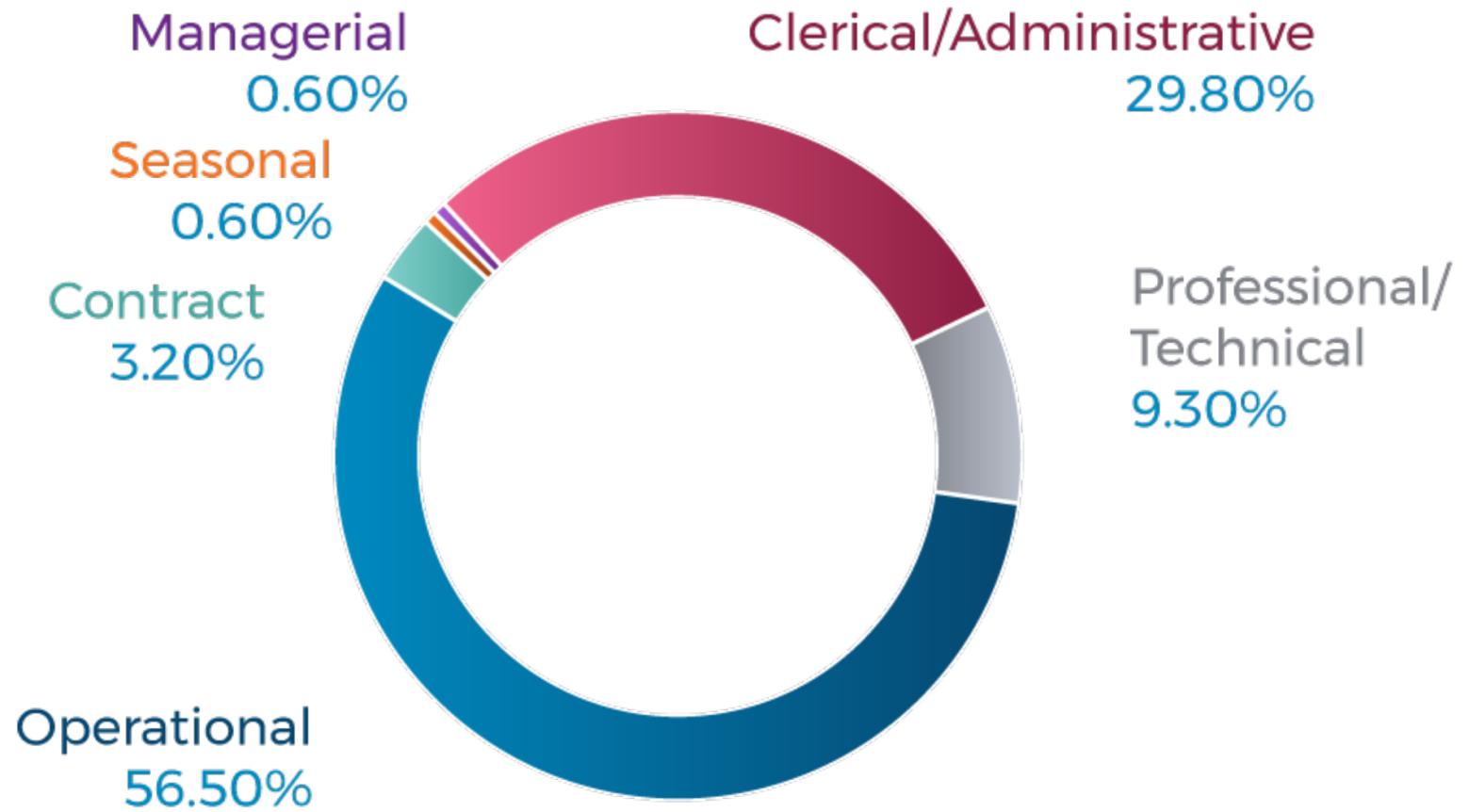
% Of All Employees by Full-Time/Part-Time

Part-time
12.85%

Full-time
87.15%



% Of All Employees by Employment Category



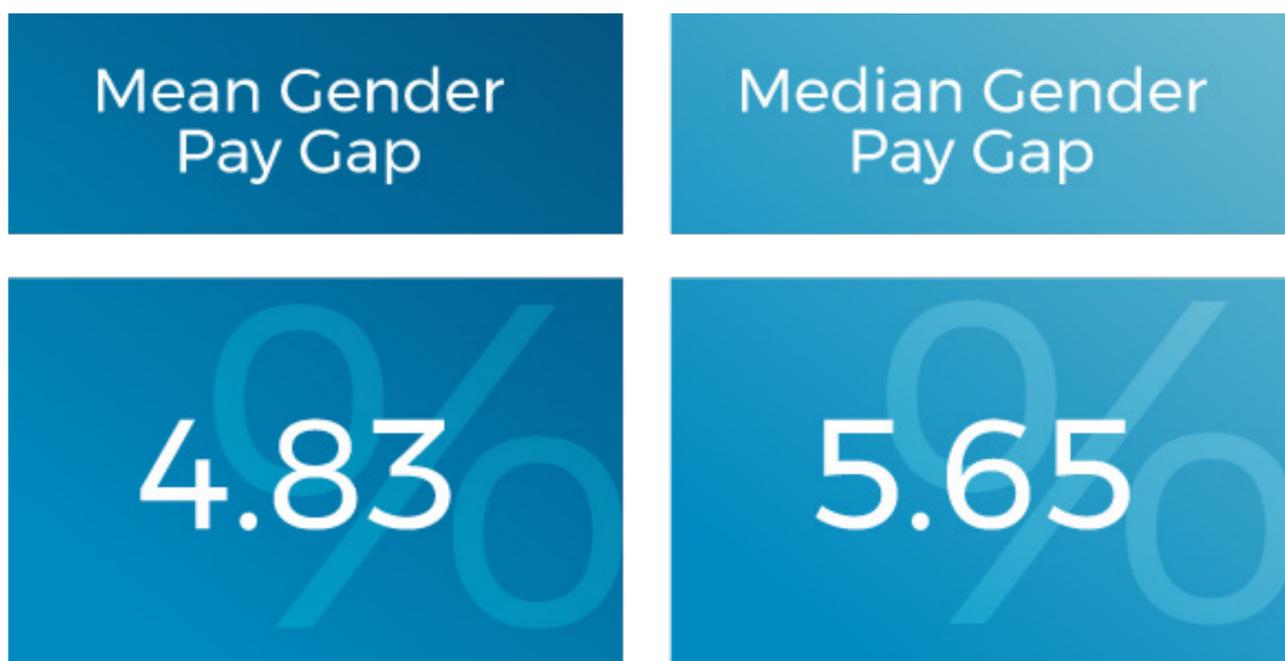
Our Figures

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 2022

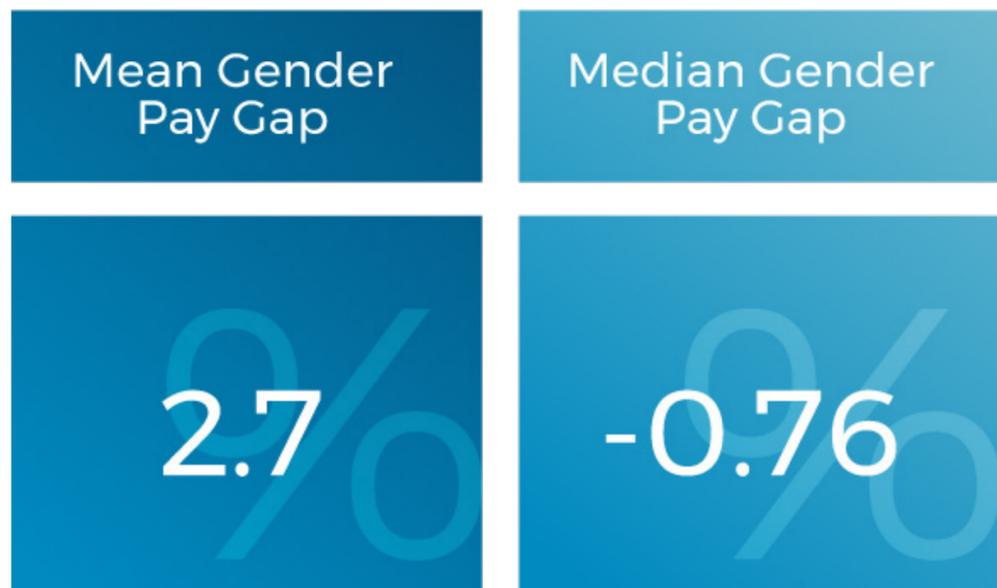


A Gender Breakdown of the Quartile Pay Bands for All Employees 18th June 2022

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	70.04%	63.15%	68.04%	79.85%
Female	29.96%	36.85%	31.96%	20.15%

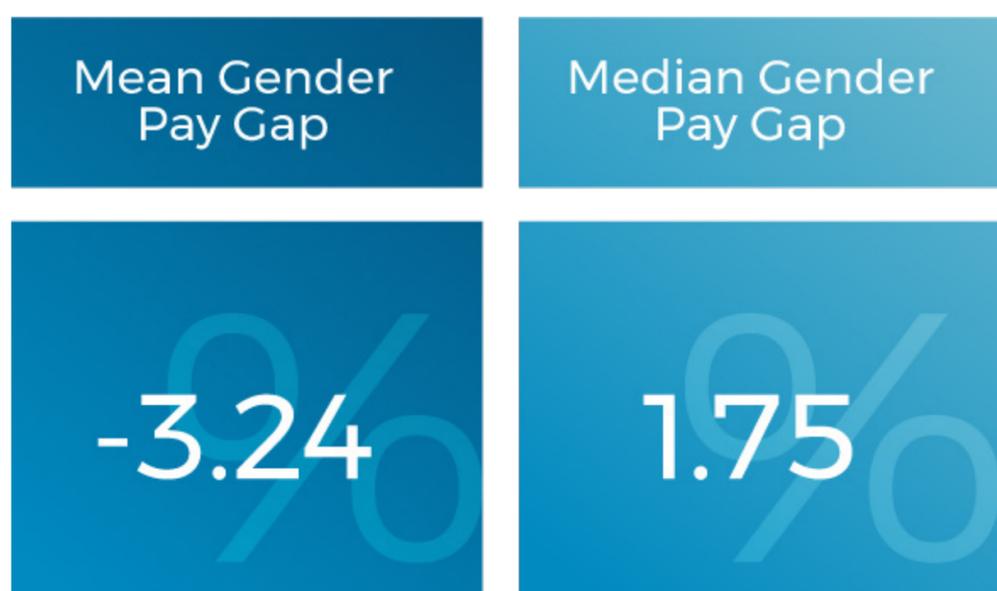
Part-Time Employees

Part-Time Employees for the reporting period to 18th June 2022



Temporary Employees

Temporary Employees for the reporting period to 18th June 2022



What are these figures telling us?

The mean Gender Pay Gap shows that, on average, males are paid 4.83% more than females. The median gender pay gap shows that the median rate of pay for males is 5.65% higher than the median pay rate for females. This is driven by a diverse range of factors. Among the most important factors are:

Distribution of employees across the Quartile Pay Bands

Looking at the distribution of employees across the four Quartile Pay Bands helps to 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. 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 28% clerical/administrative employees, 2% professional/technical, 56% operational, 11% contract, and 2% seasonal employees.

The lower middle quartile consists of 32% clerical/administrative employees, 4% professional/technical, 63% operational, and 2% contract employees.

Within the upper middle quartile pay band, clerical/administrative employees make up 41%, professional/technical 10%, operational 48% and contract employees represent 1%.

In the upper quartile pay band, management represent 2% of the cohort, clerical/administrative employees make up 18%, professional/technical represent 21%, and operational staff represent 58% 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

12.85% 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 18 June 2022, 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 currently in place within Dublin City Council:

- + 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 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 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.
- + Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.
- + 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 balance 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.
- + 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 now a part of our flexible working policies with flexible options to combine office and home/hub working.
- + We are committed to supporting employees so that they can develop to their full potential. All employees are actively encouraged to pursue education opportunities and we support Continuous Professional Development Programmes. The City Council also supports the IMI / 30% Club Network Mentor Programme.

Equality, Diversity and Inclusion measures currently in progress 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.
- + We are currently developing a series of e-modules on equality in the workplace, including a module on gender equality. The modules are intended to educate, inform and guide staff. Our aim is to protect the equality and human rights of all employees.

Equality, Diversity and Inclusion measures Dublin City Council intends to undertake:

- + We will actively promote the City Council as an employer that welcomes people with a wide range of skills and backgrounds, who can build their career and have a positive impact on the life of the city.
- + We will use our gender pay gap data to monitor trends over time and will work collaboratively across the local government sector to share learnings and best practice.
- + We will continue to strive to attract women into areas of our work where they have been traditionally under-represented. For example:
 - ♀ our recent Dublin Fire Brigade recruitment campaign for firefighters highlighted the diverse range of skills required for the role to attract people from a range of backgrounds to apply.
 - ♀ attracting women onto our apprenticeship programmes, where, for instance, we currently have 4 female craft apprentices working in the organisation.
 - ♀ supporting women in leadership programmes that assist us to foster diverse leadership teams and develop the next generation of leaders at all levels in our organisation.

Appendix 1

Gender Pay Gap Reporting 2022

Requirements and definitions

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. Organisations have six months to prepare their calculations, before reporting six months later during December 2022. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public.

For Dublin City Council, the snapshot date is 18th June 2022.

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.

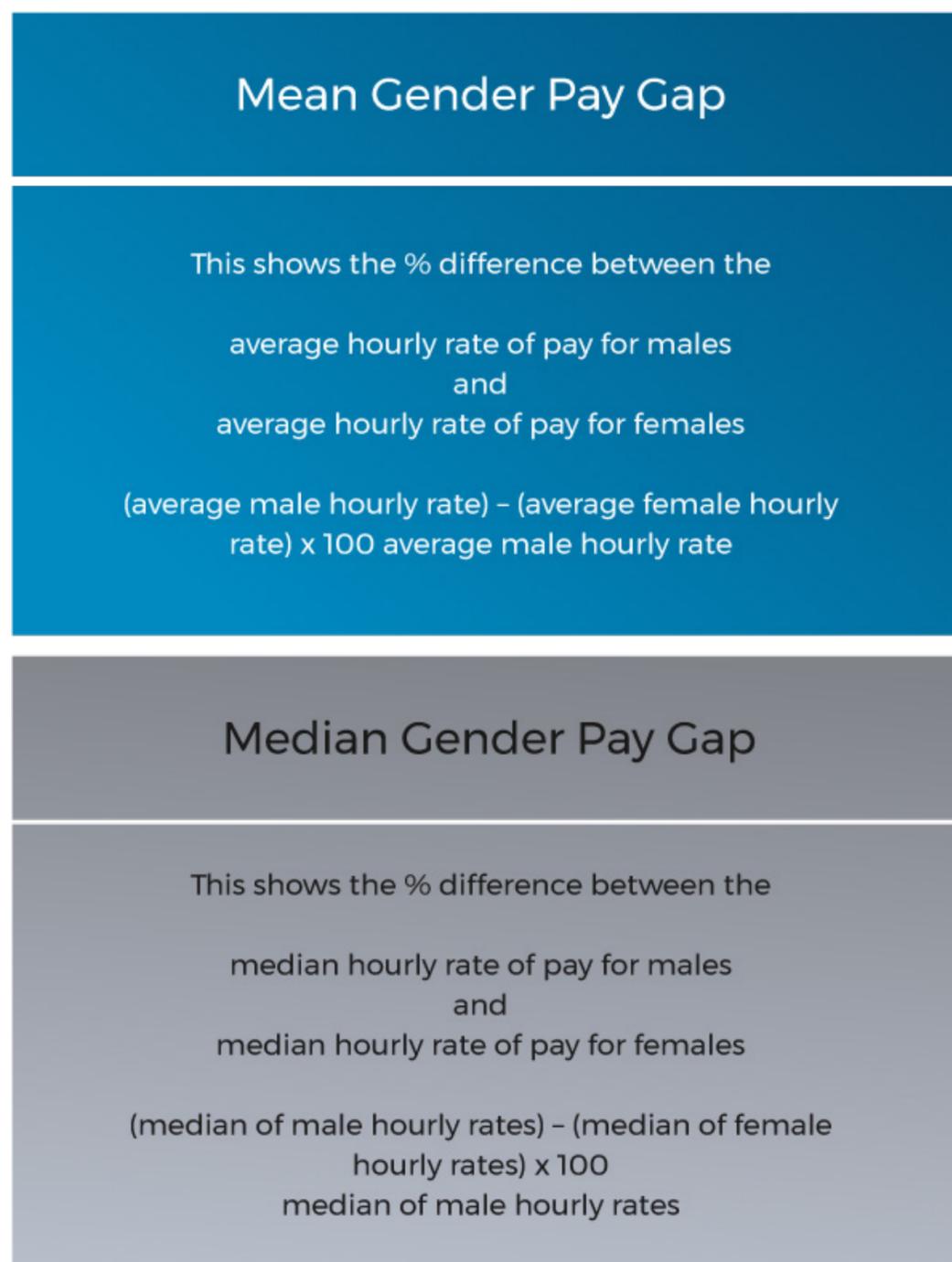
What do we mean by the gender pay gap?

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 the local government sector 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 employers 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

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:



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 or contributing to 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 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 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 to headcount. 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, for example the 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. Benefit in kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

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.
- **Working 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.



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