







Introduction

Dublin City Council is at the forefront of delivering services to our citizens and communities. Our vision is to make Dublin a Thriving City for all – Clean, Green, Safe, Liveable, Accessible and Vibrant. Dublin City Council will lead and deliver for the City. We will stand up for Dublin and take a leadership role in the things that matter most to the City. We will deliver excellent, accessible and innovative public services that promote the well-being, and quality-of-life of all of Dublin's citizens and communities.

Dublin City Council is committed to promoting an inclusive and supportive working environment where all employees are treated fairly, with dignity, respect and understanding and their health and wellbeing is fully supported. This was further strengthened by the launch of a Health and Wellbeing Strategy with an extensive programme of events for staff. I believe that the publication of a menopause policy in 2024 is another step in our efforts to embed a culture of dignity, respect and inclusivity in the workplace and to promote gender equality.

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 third 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



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.

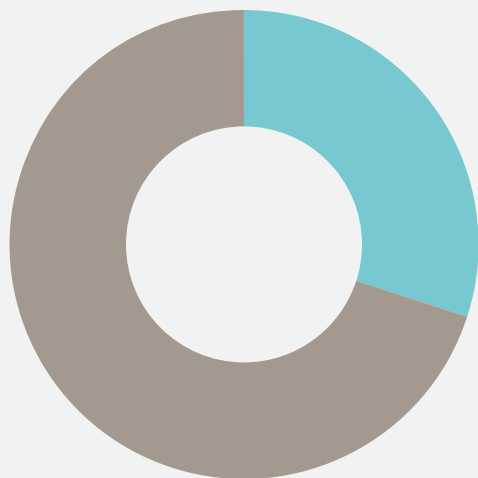
In partnership with the 63 Elected Members, and partner agencies and organisations in the City, the Council team of 6,025 staff deliver over 900 different services to Dublin's citizens, businesses and visitors, including provision of housing, planning, development, environmental, roads and traffic, fire 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 -
19th June 2024



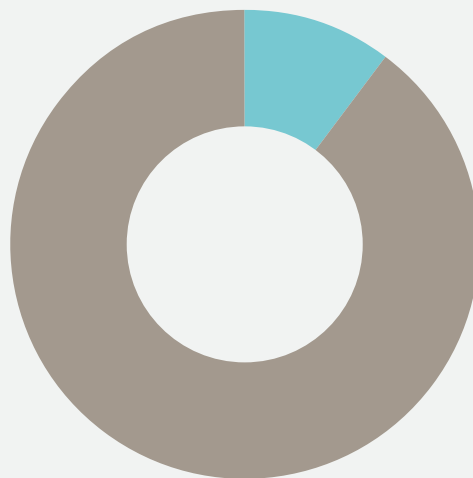
Male

70%

Female

30%

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



Full-Time

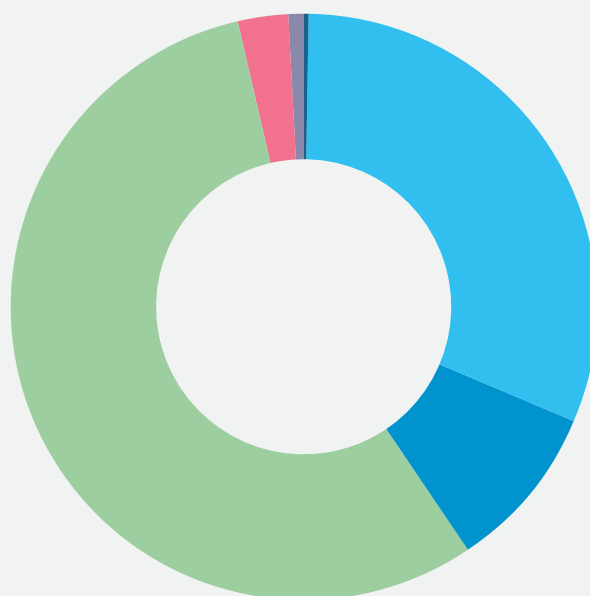
89.8%

Part-Time

10.2%

% Of All Employees by
Employment Category

Category	%
Managerial	0.4
Clerical/Administrative	31.2
Professional/Technical	9.2
Operational	55.7
Contract	2.7
Seasonal	0.8



What do we mean by the Gender Pay Gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and female irrespective of their role. This includes basic pay, allowances and overtime.



How is the Gender Pay Gap calculated?

The mean is the average 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. The figure indicates that the average hourly rate for men was €1.35 higher than women.

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.

Our Figures

All Employees for the reporting period to 19th June 2024

Mean Gender Pay Gap		Median Gender Pay Gap	
4.41%		3.31%	
Difference in average hourly rate = €1.35		Difference in average hourly rate = €0.96	
Average Hourly Rates of Pay		Median Hourly Rates of Pay	
Male	Female	Male	Female
€30.51	€29.16	€29.13	€28.17

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.

Quartile Pay Bands for **All Employees** 19th June 2024

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	70.76%	77.18%	70.93%	79.72%
Female	29.24%	22.82%	29.07%	20.28%

Part-Time Employees

Part-Time Employees for the reporting period to 19th June 2024

Mean Gender Pay Gap		Median Gender Pay Gap	
0.47%		-1.81%	
Difference in average hourly rate = €0.12		Difference in average hourly rate = -€0.44	
Average Hourly Rates of Pay		Median Hourly Rates of Pay	
Male	Female	Male	Female
€26.74	€26.62	€24.10	€24.54

Temporary Employees

Temporary Employees for the reporting period to 19th June 2024

Mean Gender Pay Gap		Median Gender Pay Gap	
-12.28%		-2.85%	
Difference in average hourly rate = -€2.32		Difference in average hourly rate = -€0.54	
Average Hourly Rates of Pay		Median Hourly Rates of Pay	
Male	Female	Male	Female
€18.92	€21.24	€19.00	€19.54

What are these figures telling us?

The mean Gender Pay Gap shows that, on average, males are paid 4.41% more than females. In 2023, our Gender Pay Gap was 4.44%. and 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
- Apprentices in the first year of their programme

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 27.6% clerical/administrative employees, 1.4% professional/technical, 60% operational, 8% contract, and 3% seasonal employees.

The lower middle quartile consists of 31% clerical/administrative employees, 3% professional/technical, 65% operational, and 1% contract employees.

Within the upper middle quartile pay band, clerical/administrative employees make up 43%, professional/technical 9%, operational 47% and contract employees represent 1%.

In the upper quartile pay band, management represent 2% of the cohort, clerical/administrative employees make up 24%, professional/technical represent 23%, 50.8% operational and contract staff represent 0.2% 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.

We continued to strive to attract women into areas of our work where they have been traditionally under-represented. For example:

- Of the 61 general operatives recruited in 2024, 3 of these were women (4.9%)
- Of the 63 Firefighters recruited in 2024, 4 were women (6.3%)

In 2025 we will continue to highlight and communicate internally and externally the profiles of women working in these roles including firefighters, gardeners, apprentices and general operatives. The Fire Brigade will build on previous advertising campaigns to encourage women to join the Fire Service.



Work Patterns

– Full-time and Part-time Work

10.02% 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 four 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 19th June 2024, 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

Learning and Development opportunities currently in place within Dublin City Council

1. We provided access to a 'Women In Leadership – Building Potential' programme (Grade 7/ middle management) facilitated by Cooperation Ireland with the All-Ireland Local Authority Forum. Over the last 2 years 58 employees have registered with 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.
2. We are providing access to the 'Women In Leadership – Leading for Transformational Change' (Grade 8/Director Level) which will be facilitated by Cooperation Ireland with the All-Ireland Local Authority Forum in 2025. We currently have 13 participants interested in engaging with the programme that aims to deliver on the following developmental areas for participants:

- To offer female leaders within the local government sector on both sides of the border an opportunity to develop leadership capabilities which are key within this specific sector, and to establish an effective cross-border sectoral network / 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.
 - To build confidence among female leaders within the Local Government sector.
3. 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 programme was rolled out in Housing Maintenance and 221 participants completed the programme. It will now be rolled out across Waste Management during the end of 2024 into 2025.

Mentoring

The City Council supports the IMI / 30% Club Network Mentor Programme and participates in the programme each year. In addition, in 2025 the Council will continue to create new opportunities for mentoring, networking and building the capabilities of our leaders.

Health & Wellbeing Unit measures implemented with Dublin City Council in 2024

The Health & Wellbeing Unit organised outdoor movement classes for 'HER Outdoors' week in conjunction with Sports and Wellbeing Partnership & Sport Ireland. 'Her Outdoors' aims to celebrate and encourage more females to get out and enjoy the benefits of being in the outdoors while bringing visibility to the opportunities for females to get involved in outdoor physical activity.

The recently launched Wellbeing Strategy incorporates the promotion of national dates such as World Menopause Day and Breast Cancer Awareness Month into its calendar of events. Dublin City Council also organised a 'Women's Health Week' with events to raise awareness about women's health and wellbeing.



- 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 have published our new Dublin City Council Menopause in the Workplace Policy, in support of the health and wellbeing of our employees, and to embed a culture of dignity, respect and inclusivity on this matter in the workplace. DCC is committed to providing a safe working environment for all its employees, and women account for over 30% of the Council's workforce.

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 new Corporate Plan 2025-2029.
- 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 a comprehensive employee occupational health and wellbeing programmes including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars etc.
- 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.

CARER'S LEAVE
 DIGNITY AT WORK POLICY
 EQUALITY COMMITTEE
 CAREER BREAKS
 EMPLOYEE ASSISTANCE PROGRAMME
 BLENDED WORKING
 PUBLIC SECTOR DUTY

- 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.
- We have created six e-modules focused on Workplace Inclusion, including one specifically on Gender Inclusion. These modules aim to increase awareness of what workplace inclusion entails, it's significance, the benefits it offers, and how we can positively impact our own behaviours and those of others.
- We have a Gender Identity and Expression Policy and Guidelines to recognise and support all employees' gender identity and gender expression to further develop a positive, accepting and supportive work environment where every employee is treated with dignity and respect.
- 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 one of our flexible working policies with options to combine office and home/hub working.





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The Gender Pay Gap 2024 Report

This document is available in
large print, high-contrast print
and braille on request.