Houses of the Oireachtas Service

Gender Pay Gap Report, 2022

21 December 2022

Tithe an Oireachtais
Houses of the Oireachtas

FOREWORD

I am pleased to present the first gender pay gap report for the Houses of the Oireachtas Service ("the Service").

The Service chose 29th June 2022 as its snapshot date. The mean gender pay gap for the Service for the period 30th June 2021 to 29th June 2022 is -3.56%, while the median gender pay gap for the same period is -5.62%. The gender pay gap is the difference in the average hourly wage of men and women across a workforce, this includes basic pay, allowances and overtime.

The Service is the public service body (civil service and state industrial staff) which provides administrative services to the Houses of the Oireachtas and their Members. The role of the Service is to provide professional advice, services, supports and facilities to the whole parliamentary community.

The Houses of the Oireachtas Service is strongly committed to promoting equality, diversity and inclusion. Our mission is:

> "to be an innovative and responsive parliamentary service that proudly supports the Houses of the Oireachtas in effectively discharging constitutional functions, supports members as parliamentarians and representatives of the people, and promotes an accessible and engaged Parliament".

Our values are built around:

- Impartiality
- Accountability
- Collegiality
- Innovation
- Focus on People, and
- Inclusivity.

At the heart of our current strategic plan is a recognition that the people who make up our parliamentary community are our greatest asset. Houses of the Oireachtas Service staff (civil service and state industrial staff), in particular, have a huge wealth of knowledge and experience and are the key drivers of supporting an effective parliament.

Over the next few years, we will continue to progress a number of initiatives to enhance the diversity and inclusion of the Houses of the Oireachtas Service as a workplace of choice. In particular we will continue to monitor and report on our gender representation and implement best practice recruitment and selection processes.

Peter Finnegan

Peter Finnegan
Clerk of the Dáil and Secretary General

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WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (S.I. No. 264 of 2022) came into operation on 31st May 2022. The Act and Regulations establish the legislative basis for gender pay gap reporting in Ireland.

While it is well recognised that the civil and public service as an employer has equal pay, the gender pay gap is a different but connected issue. The gender pay gap is the difference in the average hourly wage of men and women across a workforce, this includes basic pay, allowances and overtime. A gender pay gap which is positive indicates that, on average across the employed population, females are in a less favourable position than males. Where the gender pay gap is negative, this indicates that, on average, males are in a less favourable position than females.

OVERVIEW OF THE OIREACHTAS SERVICE GENDER PAY GAP ANALYSIS

This is the first gender pay gap analysis carried out by the Houses of the Oireachtas Service. The gender pay gap analysis and profile is based on annualised ordinary pay of Houses of the Oireachtas Service staff from 30th June 2021 to 29th June 2022. This report shows the mean gap is -3.56% and the median gap is -5.62%.

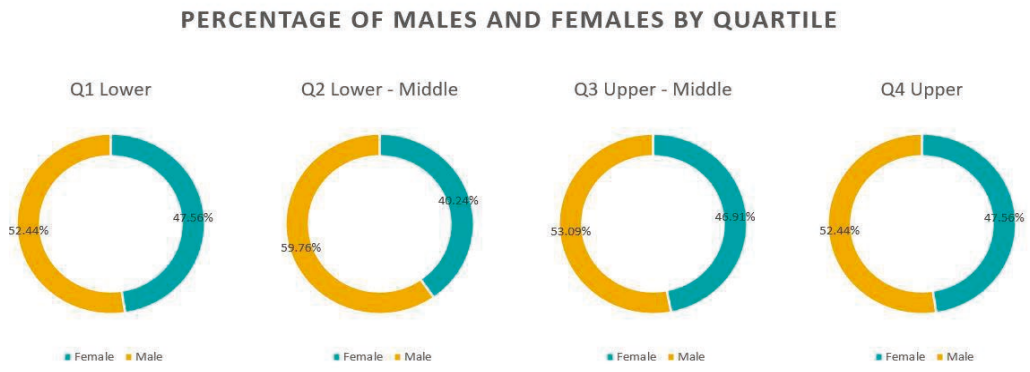
Houses of the Oireachtas Service	Mean	Median
Gender Pay Gap	**-3.56%**	**-5.62%**

HOW WAS THE MEAN GENDER PAY GAP CALCULATED?

The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and adding them up for males and females respectively. The difference between the mean pay for male and female staff was calculated and expressed as a percentage of men's pay.

HOW WAS THE MEDIAN GENDER PAY GAP CALCULATED?

The median gender pay gap was calculated by converting all male and female salaries to hourly rates and listing from the highest to lowest paid respectively. The difference between the median hourly rate of males and females was expressed as a percentage of men's median pay.

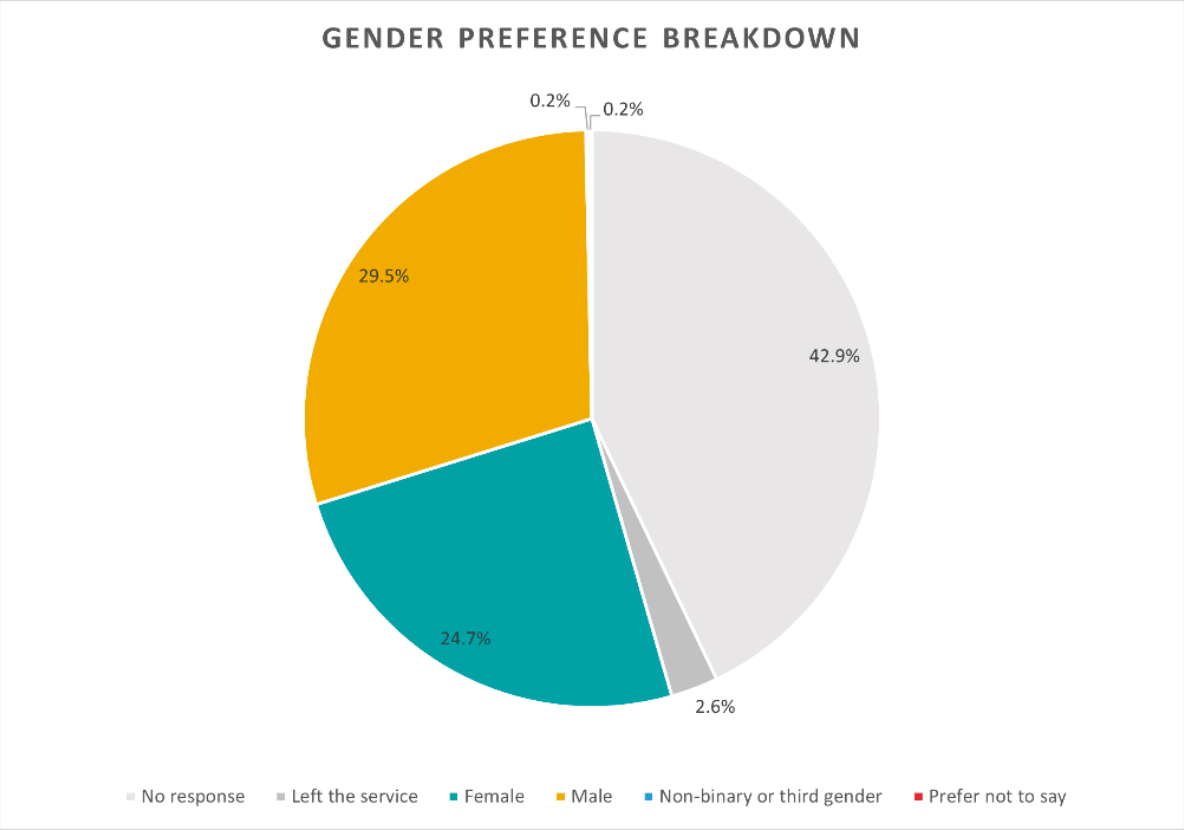


Pay per quartile was calculated as the percentage of male and female staff in four equal sized groups based on their hourly pay.

HOW THE DATA WAS CALCULATED

On 29th June 2022, the Houses of the Oireachtas Service employed 604 full-time staff (civil service and state industrial staff). Prior to the preparation of the report, the gender data of our staff was not captured on any of our systems. The preparation of the report provided the Service with an opportunity to invite all civil service and state industrial staff to express their gender preference.

Between 14th and 21st November 2022, all relevant staff were invited to express their gender preference on a voluntary and confidential basis. From that request, 329 full-time staff responded and expressed their gender preference. From the 604 full-time staff, the breakdown of responses is as follows:



In this 2022 gender pay gap report, we are publishing statistics in respect of 327 full-time staff, of which 149 are female staff and 178 are male staff.

During the reporting period, there were no staff out of the 327 male or female staff in receipt of bonuses or of benefit in kind.

Due to limited data available on the profile of our part-time staff and staff on temporary contracts we are unable to report on these staff at this time.

Our Management Board has eight members, comprising five male and three female.

REASONS FOR THE GENDER PAY GAP

- The gender profile at any given time is heavily correlated to, and impacted by, the timing and impact of staff movement through new hires, internal moves, promotions, mobility and retirements.
- As this is our first report, we do not have historic data against which to compare these results. For future reports we plan to build on this data for comparison purposes. Our gender data was gathered on a voluntary basis, so therefore the information is not fully reflective of our total civil service and state industrial staff. However, a sample size of 327 from a population of 604 provides us with approximately 95% confidence level in results and a margin of error of 4%.

CURRENT INITIATIVES TO PROMOTE GENDER EQUITY

We have implemented a number of initiatives in recent years to support the gender equity of our staff:

- In March 2020 we appointed our first Equality, Diversity and Inclusion Officer
- In March 2021 we published our first Health, Wellbeing and Inclusion Strategy (2021-2023)
- In March 2021 a Forum on a Family Friendly and Inclusive Parliament was established. The Forum published a report with 51 recommendations to help foster and support a more inclusive and family friendly working environment for all working in the parliamentary community
- In May 2022 we conducted our first equality, diversity and inclusion survey across the whole parliamentary community
- In July 2022 we launched our first Blended Working Policy
- In July 2022 we rolled out the Irish Human Rights and Equality Commission Equality and Human Rights training to all staff
- Over the last 3 years 174 staff have been supported to complete additional qualifications leading to a second- or third-level educational, professional or

vocational qualification, or a qualification in a language other than English (including sign language)

- We have established a number of internal networks including the Principal Officer Network, Assistant Principal Network, LGBTI+ Network and Health and Wellbeing Group. Female staff can also join the Civil Service Women's Network on a voluntary basis.

HOUSES OF THE OIREACHTAS SERVICE INCLUSION PLAN

Specific Gender Equality Actions
• We will undertake a gender sensitive audit of the whole parliamentary community
• We will strive to improve the numbers of civil service and state industrial staff included in the gender pay gap report by engaging staff to provide their gender identity
• We will report on the gender breakdown of our civil service and state industrial staff through our annual resource plan.

In addition, we will continue to progress towards improving the representation of all staff in the organisation through our broader inclusion agenda. In 2023, we plan to:

- develop the first equality, diversity and inclusion strategy for the whole parliamentary community

- continue to roll out and implement the Blended Working Policy and evaluate its success
- develop a plan to implement the recommendations from the report of the Forum on a Family Friendly and Inclusive Parliament
- develop specific diversity and inclusion training and roll it out to all staff.

CONCLUSION

Through our planned initiatives, the Houses of the Oireachtas Service will continue to be an employer of choice and to attract a diverse range of talent to the organisation. We will work towards meeting the UN Sustainable Development Goal of Gender Equality for women. We will continue to strive to meet our commitments under the Public Sector Equality and Human Rights Duty, the Civil Service Renewal 2030 Strategy 'Building on our Strengths' and Our Public Service 2020, in particular, Action 16 to promote equality, diversity and inclusion.

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