



Tithe an
Oireachtais
Houses of the
Oireachtas

Gender Pay Gap Report 2023

20 December 2023



Foreword by the Secretary General

I am pleased to present the second gender pay gap report for the Houses of the Oireachtas Service (“the Service”).

The Service is the public service body (comprising 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 Service has chosen 29 June as its annual snapshot date. The mean gender pay gap for the Service for the period 30 June 2022 to 29 June 2023 is -4.09% for full-time staff and -18.41% for part-time staff. The median gender pay gap for the Service for the same period is -7.95% for full-time staff and -29.70% for part-time staff.

The people who make up our parliamentary community are our greatest asset. Creating a diverse and inclusive parliamentary community is an important part of what we do in the Oireachtas. Over the next few years, we will continue to progress key initiatives to enhance the diversity and inclusion of the Houses of the Oireachtas Service as a workplace of choice.



Peter Finnegan

Peter Finnegan
Clerk of the Dáil and Secretary General

Foreword by the Secretary General.....	1
Introduction	3
Overview of the Houses of the Oireachtas Service gender pay gap analysis	3
How was the mean gender pay gap calculated?	3
How was the median gender pay gap calculated?	3
How the data was calculated	4
Management Board.....	5
Reasons for the gender pay gap	6
Current Initiatives to promote Equality and Inclusion	6
Houses of the Oireachtas Service Inclusion Plan	7
Conclusion	7

Introduction

This is the second gender pay gap report published by the Houses of the Oireachtas Service (“the Service”). The Service is made up of civil service and state industrial staff. The reporting period is 30 June 2022 to 29 June 2023.

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 that is positive indicates that, on average across the employed population, females are in a less favourable position than men and a gender pay gap that is negative indicates that, on average, males are in a less favourable position than females.

Overview of the Houses of the Oireachtas Service gender pay gap analysis

The gender pay gap analysis and profile is based on annualised ordinary pay of Houses of the Oireachtas Service staff from 30 June 2022 to 29 June 2023. The mean and median gaps and pay per quartile are calculated separately for full-time and part-time staff.

The gender pay gap is broken down as follows:

Houses of the Oireachtas Service gender pay gap

	Number of Staff	Mean	Median
Full-time Staff	528	-4.09%	-7.95%
Part-time Staff	31	-18.41%	-29.70%

How was the mean gender pay gap calculated?

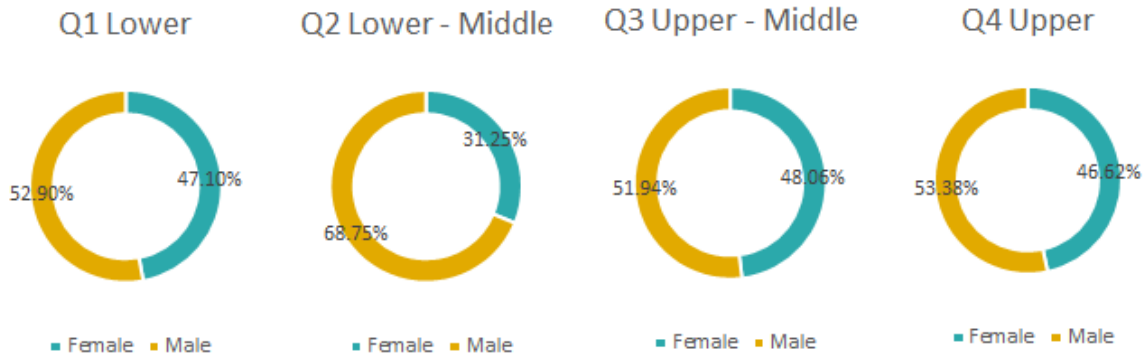
The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and adding them up for males and females respectively. The difference between the mean pay for male and female staff was calculated and expressed as a percentage of men’s pay.

How was the median gender pay gap calculated?

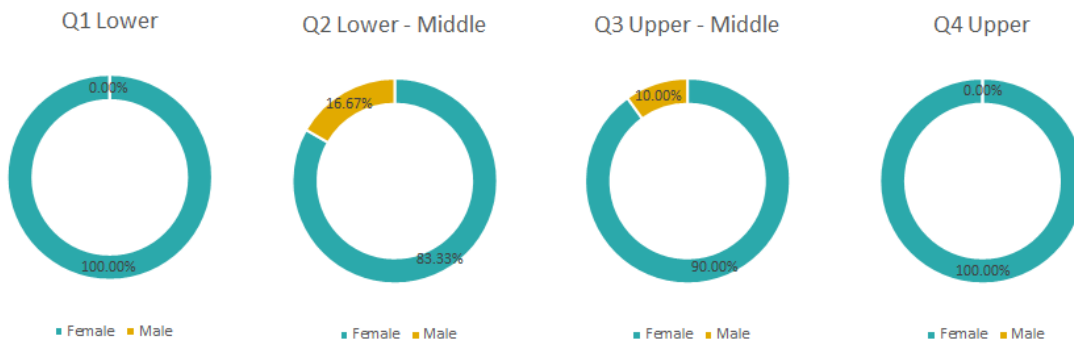
The median gender pay gap was calculated by converting all male and female salaries to hourly rates and listing from the highest to lowest paid

respectively. The difference between the median hourly rate of males and females was expressed as a percentage of men’s median pay.

Full-time Staff – Percentage of Males and Females by Quartile



Part-time Staff – Percentage of Males and Females by Quartile

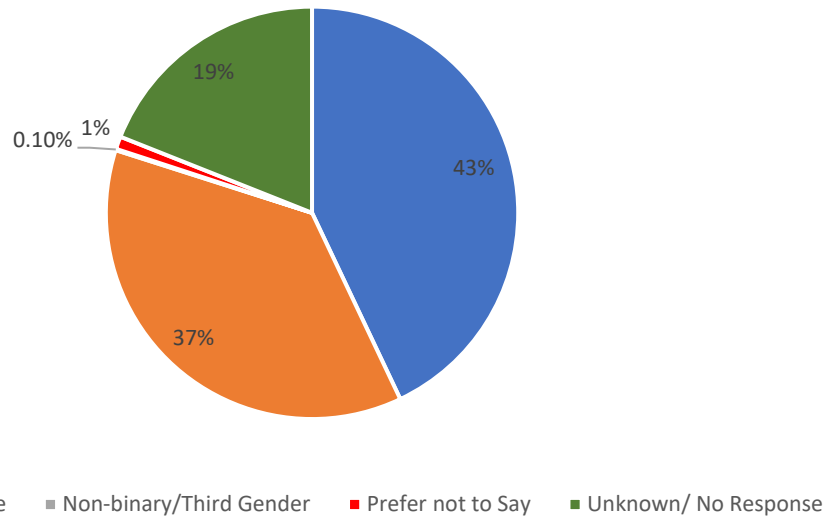


Pay per quartile was calculated as the percentage of male and female staff in four equal sized groups based on their hourly pay.

How the data was calculated

Since 2022, the Houses of the Oireachtas Service has been gathering data on the gender of its staff, on a voluntary basis. On 29 June 2023, the Houses of the Oireachtas Service employed 698 staff (civil service and state industrial staff), 559 of which expressed their gender preference, and the breakdown is as follows:

Gender Preference Breakdown %



In this report, we are publishing statistics in respect of 559 staff, of which 528 are full-time staff (299 are male – 57% and 229 are female – 43%), and 31 part-time staff (3 are male – 10% and 28 are female – 90%).

This compares favourably to our 2022 report, where we were publishing data on 329 full-time staff.

During the reporting period, none of the 559 staff who expressed a gender preference were in receipt of a bonus or of benefit in kind.

Management Board

Our Management Board has nine members, comprising four males and five females.



MANAGEMENT BOARD

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.
- While this is only our second report, we will analyse data year on year to identify variances and emerging trends. As our gender data is gathered on a voluntary basis, the information is not fully reflective of our total civil service and state industrial staff. However, a sample size of 559 from a population of 698 provides us with approximately 95% confidence level in results and a margin of error of 2%.

Current Initiatives to promote equality and inclusion

The following initiatives took place during 2023:

- The first Equality, Diversity and Inclusion Strategy for the Service has been drafted and is going through the relevant governance process.
- In May 2023, we published a 'Right to Disconnect' policy to encourage best practice around staff wellbeing, working hours and the use of technology.
- We implemented provisions of the Work Life Balance and Miscellaneous Provisions Act 2023, including the introduction of 5 days unpaid leave for medical care purposes for carers and parents who provide care and support for children and persons who need significant care and support for serious medical reasons.
- We have implemented the civil service changes to Parental Leave age from 13-16 years.
- We adopted the Civil Service Domestic Violence and Abuse Policy, and support persons are in the process of being trained.
- Since January 2023, we have been reporting on the gender breakdown of our civil service and state industrial staff through our annual resource plan.
- To provide peer support to all new and existing staff, we have re-established internal networks across different staff grades.
- We are working towards making Leinster House an autism friendly parliament.

Houses of the Oireachtas Service Inclusion Plan

Specific Gender Equality Actions

- We will continue to promote and encourage staff to avail of family friendly working opportunities.
- We will undertake a gender sensitive audit of the whole parliamentary community.
- We will continue to encourage staff to become involved in the reporting of gender identity within the Houses of the Oireachtas Service.
- We will continue to work towards improving the representation of all staff in the organisation through our broader inclusion agenda.
- We will implement the first Equality, Diversity and Inclusion Strategy for the whole parliamentary community.
- We will develop customised diversity and inclusion training and deliver it to the parliamentary community.
- We will develop a Menopause Policy for the Service.
- We will develop a checklist and standards for use of gender inclusive language and plain English.

Conclusion

The Houses of the Oireachtas Service strives to be an inclusive workplace and an employer of choice. Throughout 2024, we will continue to implement inclusive initiatives to assist us in attracting a diverse workforce into the Service. We will also continue to fulfil our commitments under the Public Sector Equality and Human Rights Duty, the Civil Service Renewal 2030 Strategy 'Building Our Strengths', and the Better Public Services-Public Service Transformation 2023 Strategy.