



## **Gender Pay Gap Report**

### **Chief State Solicitor's Office**

#### **Introduction**

The [Gender Pay Gap Information Act 2021](#) introduced the legislative basis for Gender Pay Gap reporting in Ireland. Regulations under the Act came into operation on 31 May 2022. All organisations with more than 250 staff are legally required to submit a Gender Pay Gap Report by the end of 2022. Organisations were required to select a date in June 2022 as their snapshot date and review monies paid to both male and female employees over the previous 12 months. Organisations are required to report on both the Average (Mean) Gender Pay Gap and Median Gender Pay Gap in their organisation.

To help facilitate this, the NSSO has undertaken to develop a new standard report for clients to assist them in meeting their Gender Pay Gap reporting obligations for 2022. The NSSO Data Analytics team has worked closely with the Department of Children, Equality, Disability Integration and Youth who are responsible for the Gender Pay Gap Reporting policy and legislation, to form an agreed standard approach that can be applied to all NSSO payroll clients.

#### **Snapshot Date**

The last weekly and fortnightly pay period in June 2022 was selected as the snapshot period for Gender Pay Gap reporting. This was week 25 in 2022, which corresponds to snapshot date **24 June 2022**. The latest submission date for the Gender Pay Gap report is the corresponding date in December 2022. As the 24 June 2022 is the snapshot date, the latest submission date of the report is **24 December 2022**.

#### **Reporting Period**

The data in the Gender Pay Gap report for 2022 is based solely on data from the Payroll system from payroll period of Week 26 of 2021 to payroll period Week 25 of 2022.

#### **Data: Sources and limitations**

All data related to pay/salary was processed on behalf of the CSSO by the NSSO. General data regarding the effects of employee leave (unpaid, etc.) was processed at local level by CSSO HR.

The salary data refers to all CSSO employees who were on the payroll on 24 June 2022 and reflects their cumulative remuneration for all payroll periods from 25 June 2021.

**Notes:** The gender pay gap can be expressed as the difference between the average annualised gross earnings of men and women expressed as a percentage of the average

annualised gross earnings of men. The gender pay gap is distinct from the concept of unequal pay. Civil Service pay scales are fully transparent and do not allow for the existence of unequal pay caused by gender discrimination.

### Chief State Solicitor’s Gender Pay Gap Analysis

This report provides the summary Gender Pay Gap information. The report shows two key metrics the **Average Gender Pay Gap %** and the **Median Gender Pay Gap %**. The report shows the total number of males and females included in the report and their associated pay and number of hours worked including overtime. Based on this information the employee hourly rate is calculated for each person based on the total amount paid during the reporting period divided by the total amount of hours worked including overtime.

#### Average Gender Pay Gap %

The **Average (Mean) Gender Pay Gap %** is based on the following calculation: the difference between the average hourly rate paid to males and the average hourly rate paid to females expressed as a percentage of the average hourly rate paid to males.

CSSO: For the period from 25 June 2021 to 24 June 2022 the CSSO’s Average (Mean) Pay Gap was -4.94% which means women were paid (on average) 4.94% more than their male counterparts.

#### Median Gender Pay Gap %

The **Median Gender Pay Gap %** is based on the following calculation, the difference between the median hourly rate paid to males and the median hourly rate paid to females expressed as a percentage of the median hourly rate paid to males.

CSSO: For the period from 25 June 2021 to 24 June 2022 the CSSO’s Median Gender Pay Gap was -17.55% in favour of females.

#### Hourly Rate Quartile Analysis

This report shows the employee hourly rate broken down into quartiles. The key item to review is how the gender distribution across each individual quartile compares to the overall gender distribution.

CSSO: For the period from 25 June 2021 to 24 June 2022 the CSSO’s overall gender distribution was **37.5% male and 62.5% female**. Throughout the period the quartile analysis showed a growth in favour of the female cohort and by the final quartile it stood at 67.90% female and 32.10% male.

### CSSO Gender Pay Gap Reporting

<b>Organisation:</b>	Chief State Solicitor’s Office
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#### SNAPSHOT DATE

Snapshot date:	24 June 2022
Reporting period - from:	25 June 2021
Reporting period - to:	24 June 2022

#### HEADCOUNT on snapshot date

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	115	5	120	7
Female	171	29	200	8
Other				
<b>TOTAL</b>	<b>286</b>	<b>34</b>	<b>320</b>	<b>15</b>

## Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender gap in Hourly Remuneration			
	Mean	%	Median	%
All Employees	R.7(1)(a)	-4.94%	R.8(1)(a)	-17.55%
Part Time Employees	R.7(1)(b)	22.51%	R.8(1)(b)	23.42%
Temporary Workers	R.7(1)(c)	-6.91%	R.8(1)(c)	6.25%

**Note** – the minus figures mean the Pay Gap exists here in favour of females

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male		% of all Female	
	Mean	%	Median	%
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles		% Male		% Female
Quartile 1	R.10(1)(a)	41.25%	R.10(1)(a)	58.75%
Quartile 2	R.10(1)(b)	41.25%	R.10(1)(b)	58.75%
Quartile 3	R.10(1)(c)	35.44%	R.10(1)(c)	64.56%
Quartile 4	R.10(1)(d)	32.10%	R.10(1)(d)	67.90%

### CSSO Gender Pay Gap Statement

<b>Organisation:</b>	Chief State Solicitor's Office
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#### Reasons for the differences relating to remuneration that are referable to gender

As Civil Service pay is set centrally and does not discriminate by sex, due to the demographics of the CSSO (62% of current overall staff body is female & 75% of Management Board are also female) the Gender Pay Gap largely exists in favour of female in this organisation. At mean level (average) the gap favours female by 4.94% in the CSSO. At the median level it favours female by 17.55%.

However, a gender pay gap also exists in favour of males when we look at Part Time staff i.e. work sharers. The gap favours males in this cohort by 22.51% on average and by 23.42% at the median level.

The reasons for this can be attributed to the flexibility that exists in the Civil Service namely schemes such as *Work Sharing, Parental Leave, Parents Leave and Shorter Working Year*. On closer examination we can see that the cohort of Part Time (work sharers) in the CSSO is largely made up of female employees.

When we review Work Sharing (part time employees) in 2021 and 2022 for example, we have sight of the following:

- 91.5% of all Work Sharers in the CSSO in 2021 were female

- 92.5% of all current work sharers in the CSSO in 2022 are female

The reduced pay that comes with work sharing has an obvious impact on the average hourly pay of females in this Part Time cohort.

**Measures being taken, or proposed to be taken to eliminate or reduce such differences**

The CSSO will endeavour to analyse the metrics produced by the NSSO closely in the early stages of 2023. The initial findings suggest that the CSSO holds no barrier for the career progression of females and may be viewed as an employer of choice for females both at the clerical and professional levels.

**Publication**

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