



Comhairle Cathrach Chorea
Cork City Council

Gender Pay Gap Report 2023



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1. INTRODUCTION

We are publishing our second Gender Pay Gap Report and we welcome the opportunity to do so.

Local authorities are at the forefront of delivering services to citizens and our communities are central to this. In Cork City Council we are striving to have a diverse and inclusive organisational culture which provides equality of opportunity and where all colleagues feel valued and engaged in delivering for the City of Cork. Our high-level goals and strategic objectives incorporate the UN Global Sustainable Development Goals, including gender equality.

We believe that our workforce should reflect the diversity of our great city and that this diversity will be a source of strength for the whole organisation. Our people policies and practices support equal opportunities for recognition and career development. We are committed to continuing to expand and improve the range of equality, diversity and inclusion (EDI) initiatives. A number of new initiatives have been introduced as a result of last year's findings, which will be outlined in greater detail in the body of the report. And our Gender Equality Plan, which outlines the actions and ambitions for Cork City Council, is in development and will be brought forward in Q1 2024.

This report provides us with an opportunity to examine our organisation and to develop action plans to address workplace barriers to equality and diversity. We will continue to publish this report on an annual basis to track the success and progress of our action plans.

Ann Doherty, Chief Executive

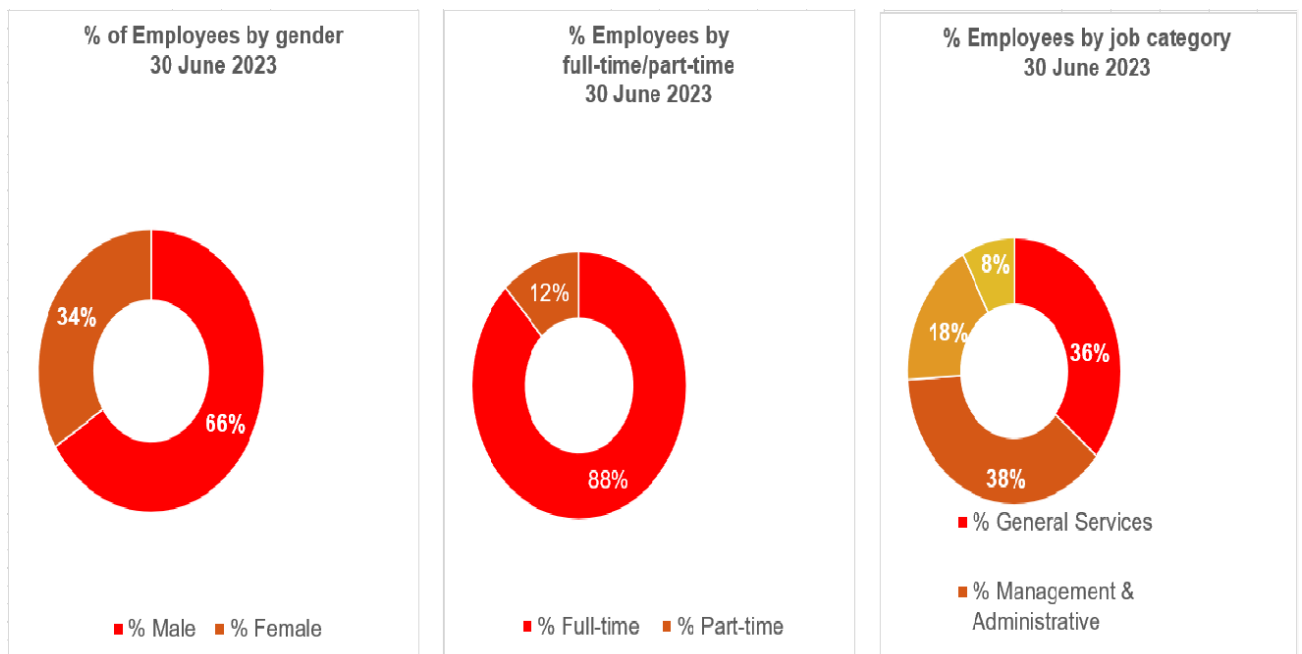
2. ABOUT US

Cork City Council is a large urban local authority with more than 1,600 employees across 40 locations providing 1074 services in a city of over 220,000. 31 Elected Members or Councilors represent five local electoral areas across the city. Cork is the second largest city in the country and earmarked to be the fastest growing city in the country over the next 20 years.

Cork is the 2nd largest English-speaking city in the European Union and a key driver of the southern regional economy. If Cork is to achieve its projected population growth, a concerted effort is required to build homes, accelerate the shift from the car to public transport and active travel, create about 75,000 jobs and support the provision of a wide range of community, cultural, education, health, and social services.

Cork City Council provides a diverse range of public services such as housing, strategic infrastructure, parks and recreation, management of public realm, arts and culture supports, community supports, parking, libraries, tourism, physical and strategic planning, economic development, and environmental services. Internal services include Finance, ICT, People & Organisation Development and Corporate Affairs. Cork City Council is committed to increasing its capacity and capability for change to deliver improved public services.

The following charts show some of the demographics of our workforce:



3. GENDER PAY GAP REPORTING

GENDER PAY GAP REPORTING 2023

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. 2023 is the second year that organisations will have to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2023. Organisations have six months to prepare their calculations, before reporting six months later during December 2023. 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.

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:

MEAN GENDER PAY GAP

This shows the % difference between the
average hourly rate of pay for males
and
average hourly rate of pay for females

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{average male hourly rate}} \times 100$$

MEDIAN GENDER PAY GAP

This shows the % difference between the
median hourly rate of pay for males
and
median hourly rate of pay for females

$$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{median of male hourly rates}} \times 100$$

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 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 very 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 e.g. 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.

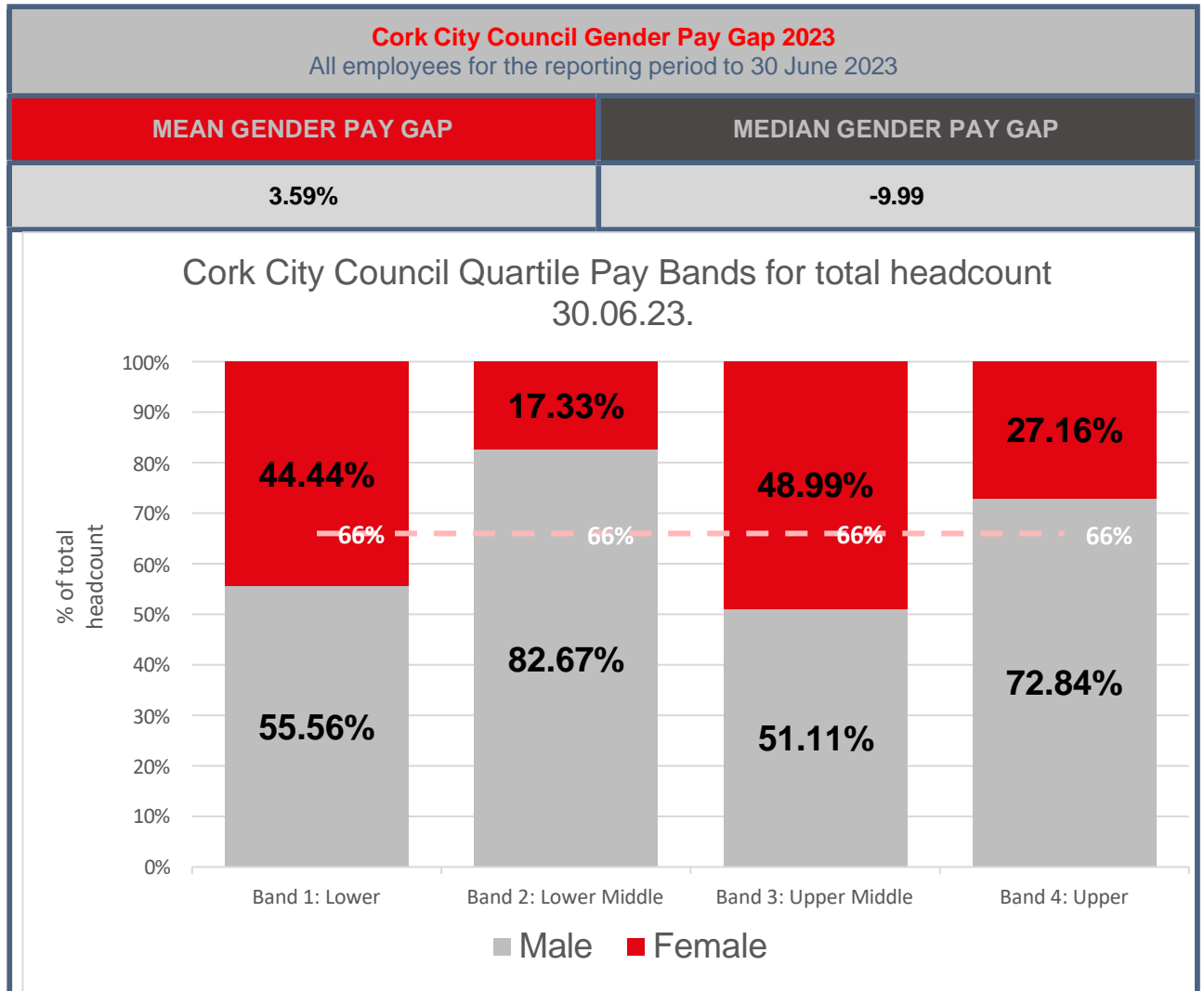
If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

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.

4. OUR FIGURES

MEAN AND MEDIAN GENDER PAY GAP - ALL EMPLOYEES



Note: 66%:34% (male: female) is the gender breakdown of all employees on 30 June 2023. This is shown in the dotted line above.

The Mean Gender Pay Gap shows that on average, males are paid 3.59% more than females. The Median Gender Pay Gap shows that the median rate of pay for females is 9.99% higher than the median rate of pay for males.

Looking at the distribution of employees across the four Quartile Pay Bands helps us 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. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

The split for each of the 4 quartiles shown above is broadly in line with our workforce demographics of 66% male and 34% female. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile. There is a higher proportion of males in Band 2, reflecting that there are proportionately more males at lower grades. This reflects roles such as General Operative and Craft positions that have historically attracted male candidates. There is a higher proportion of males in the Band 4, reflecting that there are proportionately more males in higher grades in areas such as Engineering and Fire services. The Male to Female ratio across senior administrative grades is 25% male to 75% female which is to be welcomed and reflects progress on gender balance in senior roles.

When compared with last year's figures, we see a positive change in female representation across all quartile bands. The largest of these changes is seen in quartile 1 and quartile 4, which is to be welcomed. More females at senior level and a continuation of our current progress will further reduce the Mean Gender Pay Gap value highlighted above.

MEAN AND MEDIAN GENDER PAY GAP - PART-TIME EMPLOYEES

Cork City Council Gender Pay Gap 2023 Part-time employees for the reporting period to 30 June 2023	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-7.26	-23.07%

Approximately 12% of all our employees on 30 June were working part-time. Of these, 11% are male and 89% are female. Factors influencing the number of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, have a greater take-up of in administrative and clerical job categories. Another factor is job categories where part-time work is an occupational feature of the role, including the library service and school wardens.

MEAN AND MEDIAN GENDER PAY GAP - TEMPORARY EMPLOYEES

Cork City Council Gender Pay Gap 2023 Temporary employees for the reporting period to 30 June 2023	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
19.29%	10.14%

On 30 June 2023, 8.8% of our staff were employed on temporary contracts. Of these, 47% are male and 56% are female. These contracts include temporary/seasonal employees such as clerical officers and general operatives, as well as graduates in a variety of roles across the organisation, library assistants and school wardens.

BENEFIT IN KIND

Benefit in Kind does not feature as part of pay in Cork City Council.

BONUS PAYMENT

Bonus payments do not feature as part of pay in the local government sector.

5. HOW WE ARE SUPPORTING GENDER EQUALITY

FAIR AND TRANSPARENT RECRUITMENT PRACTICES

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 process which are open to all.

We provide appropriate assistance and accommodation throughout our recruitment and selection process including online and appropriately timed interviews.

All our interview boards are gender balanced. Recruitment websites highlight family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.

We provide guidance and support, open to all employees to help them prepare for job applications and interviews. During 2023, training in competency-based application processes was offered to 118 employees.

Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

WORK LIFE BALANCE

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, work-sharing.

BLENDED WORKING

Blended working is now a part of our flexible working policies with flexible options to combine office and home/hub working. This policy was introduced in June 2022 as an organisation-wide change to the way in which we worked as an organisation.

LEARNING AND DEVELOPMENT

We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Study Assistance Scheme, with study and examination leave also available.

HEALTH AND WELLBEING

The health and wellbeing of all employees is paramount, and a healthy work-life balance is important to us in. 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.

DIGNITY AT WORK

We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy which was updated in September 2022. We completed training a significant number of managers across the organisation on the updated policy.

EQUALITY, DIVERSITY AND INCLUSION

Cork City Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population. Following the publication of our 2022 Gender Pay Gap Report we commenced the development of our Gender Equality Plan and our work on this is well advanced. During 2023 we commenced a collaborative approach with employee representatives to raising awareness of Menopause as a workplace wellbeing issue. Initiatives included the attendance of employees at the National Menopause Summit held in Cork and our Employee Welfare & Wellbeing team hosted a webinar featuring a leading expert on menopause related workplace issues.

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PUBLIC SECTOR DUTY

Cork City Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.

The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.

Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public.

Cork City Council acknowledges the commonality of purpose stated in both the “Duty” and Gender Pay Gap reporting requirements and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

WOMEN IN LEADERSHIP

Cork City Council commenced a Women in Leadership programme in 2021 run by Co-Operation Ireland. We have 18 women in the organisation trained to date along with another 13 who are currently undergoing the programme for 2023/2024. The aim of the programme is to continue to develop future female leaders within Local Government by developing effective personal leadership styles and building resilience in the workplace.

DATA COLLECTION AND EVIDENCE-BASED POLICY DEVELOPMENT

We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the LGMA and our colleagues in other local authorities to share learnings and best practices.

Gender Pay Gap Report 2023



Comhairle Cathrach Chorcaí
Cork City Council