

An
Bord
Pleanála

Gender Pay Gap Report 2024

20 June 2024



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1.0 Background -Gender Pay Gap Reporting

The Gender Pay Gap (GPG) is the difference in the average hourly wage of men and women across a workforce.

The Gender Pay Gap examines gender parity across an organisation and should not be confused with Equal pay which deals with the pay differences between people of different genders who carry out the same jobs, similar jobs or work of equal value.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for Gender Pay Gap reporting in Ireland.

The Act requires organisations to report on their hourly Gender Pay Gap across a range of metrics.

The reporting period is the 12-month period immediately preceding an including the snapshot date.

2.0 An Bord Pleanála report

The reporting period for this report is the 20th of June 2023 to the 20th of June 2024. Mean and median hourly pay for men, women, and non-binary employees, is expressed as a percentage of the mean and median hourly pay for men who are employed full time, part-time, and temporary on both reports.

The report looks at the number of men, women, and non-binary people across four quartile pay bands which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.

The report will explain the Gender Pay Gap in An Bord Pleanála and what measures are proposed or being taken to reduce or eliminate any gender pay gap.

3.0 Employment Profile

On the 20th of June 2024 there were 268 employees in An Bord Pleanála, this included 11 Board members.

There were 6 part time staff, and 6 temporary staff in total.

The criteria applied for part time staff was staff members working 60% of a typical work week (21 hours per week) or less.

4.0Data

All processing was carried out by members of the Human Resources Team in conjunction with employees from the Finance Team and in line with Data Protection obligations. All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Human Resources Unit of the Board.

HR surveyed employees on gender to allow for systematic inclusion of gender. Employees had the option of selecting male, female or non-binary. This is in recognition of the right of all citizens to gender self-determination, as enshrined by law in the Gender Recognition Act, 2015. Equally it is in recognition of our responsibility to help create an environment where employees can feel respected and supported at work in relation to their gender preference.

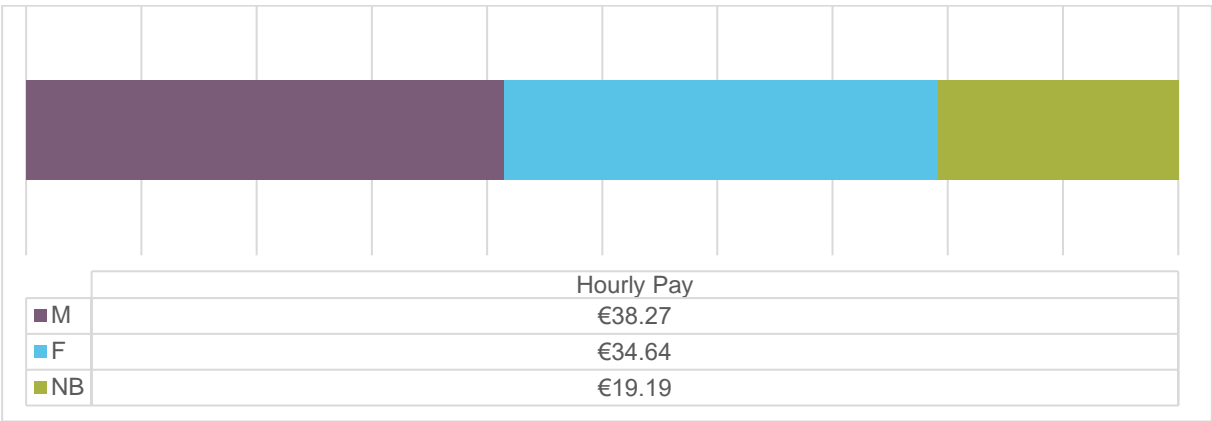
All statistics provided in this report are combined and do not identify individuals.

5.0Mean Hourly Gender Pay Gap

The mean gender pay gap is the difference in the arithmetic average hourly pay for non-binary people and women compared to men, within our organisation.

The mean pay gap for women (F) in the organisation was **9.48%**.

The mean pay gap for non-binary people (NB) in the organisation was **49.86%**.



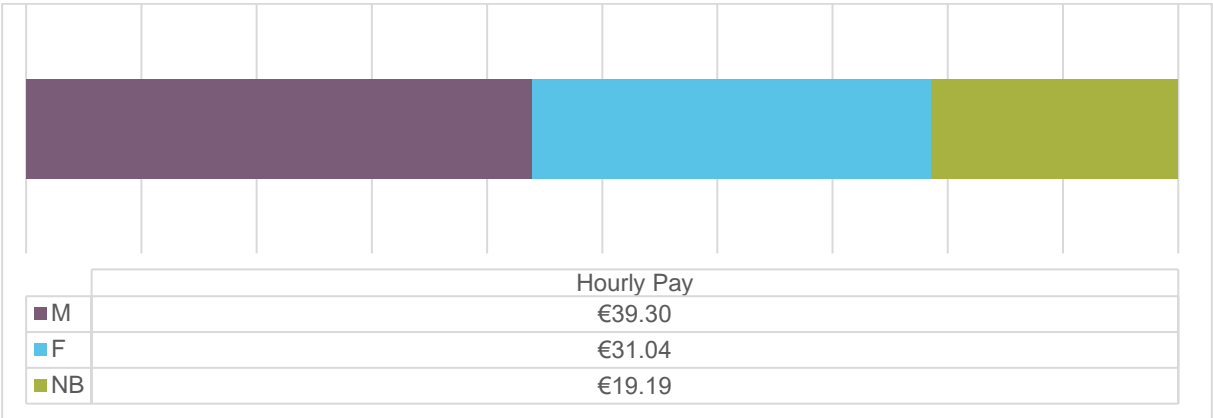
6.0Median Hourly Gender Pay Gap

The median gender pay gap is the difference between non-binary people’s median hourly pay, women’s median hourly pay, and men’s median hourly pay. The middle-

paid person in each category is compared. The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

The median pay gap for women (F) in the organisation was **21.03%**.

The median pay gap for non-binary people (NB) in the organisation was **51.18%**.



Full Time, Part Time, and Temporary Staff

Full Time Staff

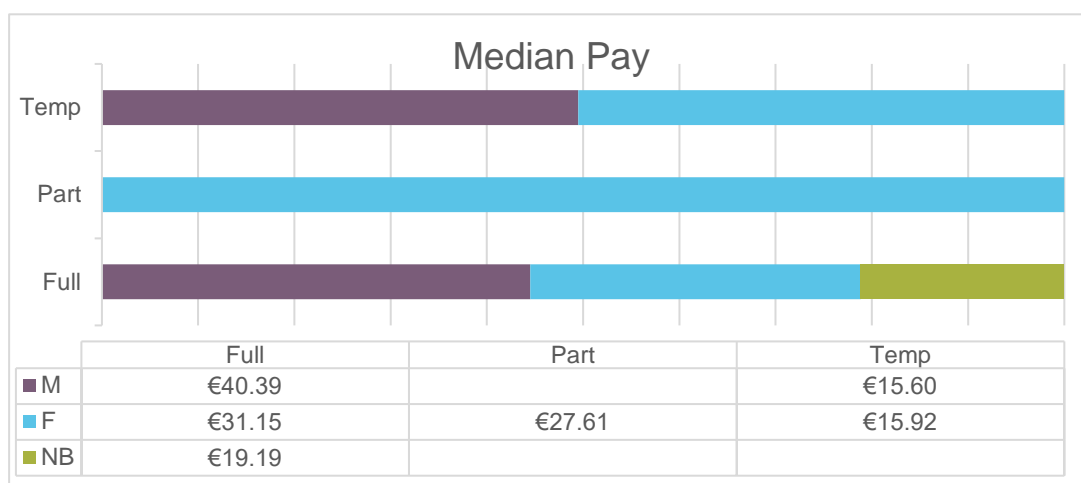
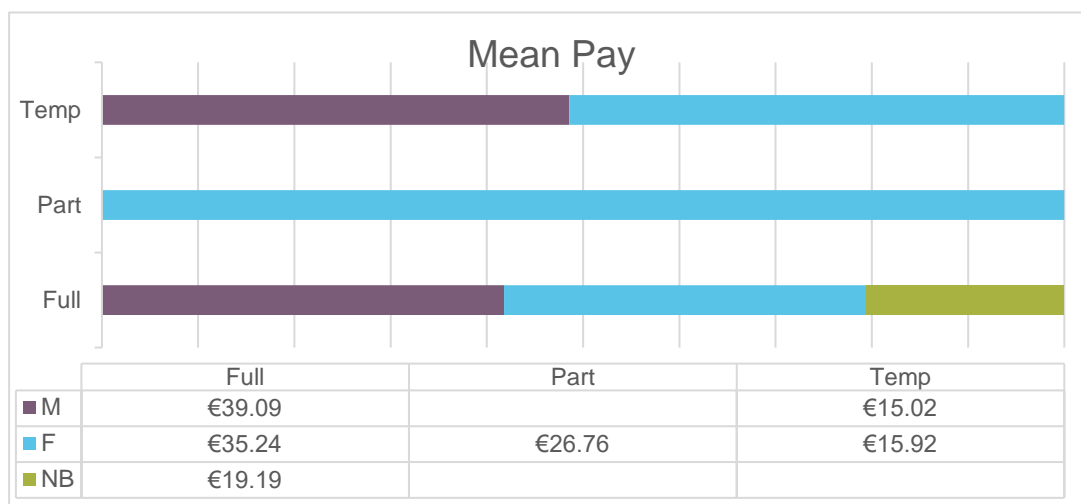
There were 256 full time staff, 113 men, 141 women and 2 non-binary staff.
For women (F) the mean pay gap was **9.72%**, and the median pay gap was **22.89%**.
For non-binary people (NB) the mean pay gap was **50.84%**, and the median pay gap was **52.50%**.

Part Time Staff,

There were 6 part time staff, all of which were women.

Temporary Staff

There were 6 temporary staff, 4 men, and 2 women.
For women (F) the mean pay gap was **-5.95%**, and the median pay gap was **-1.99%**.

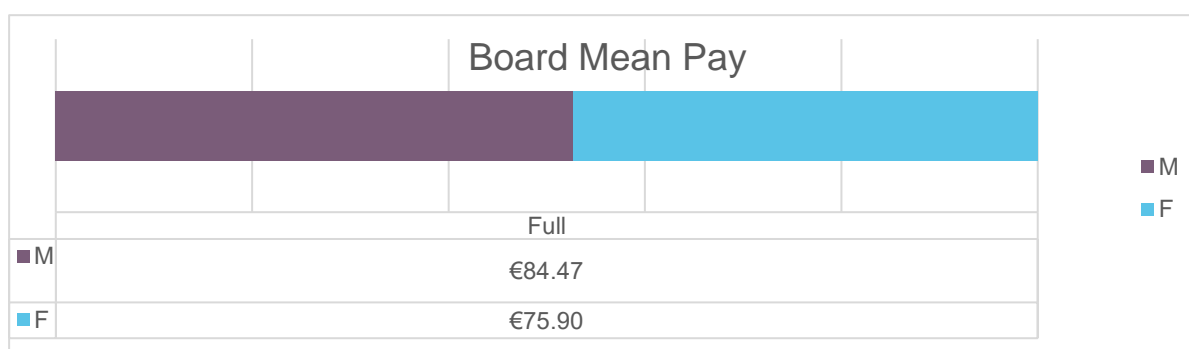


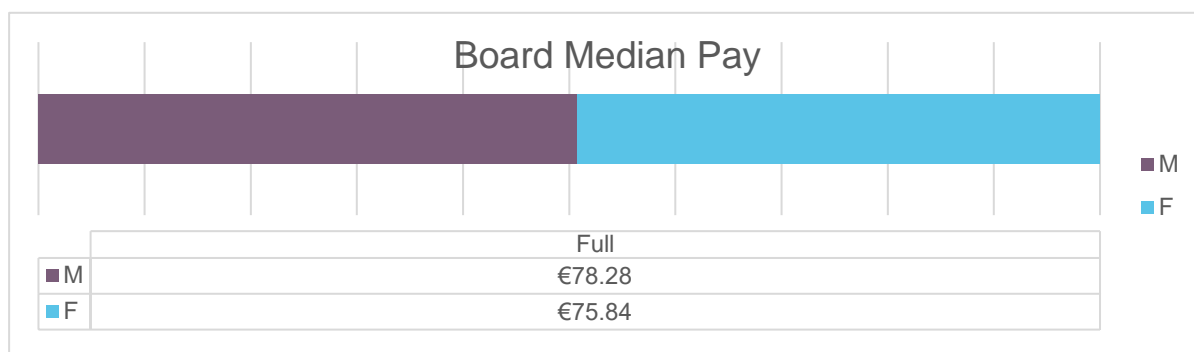
Please note that any blank cells indicate that there were no staff to measure in a category of staff i.e. Part time positions were held entirely by women, and there were no non-binary staff members in temporary positions at the time of the snapshot.

Breakdown by Section

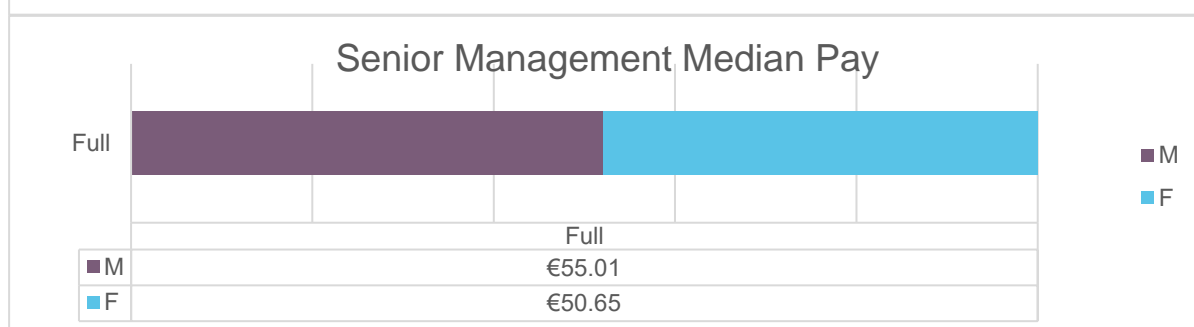
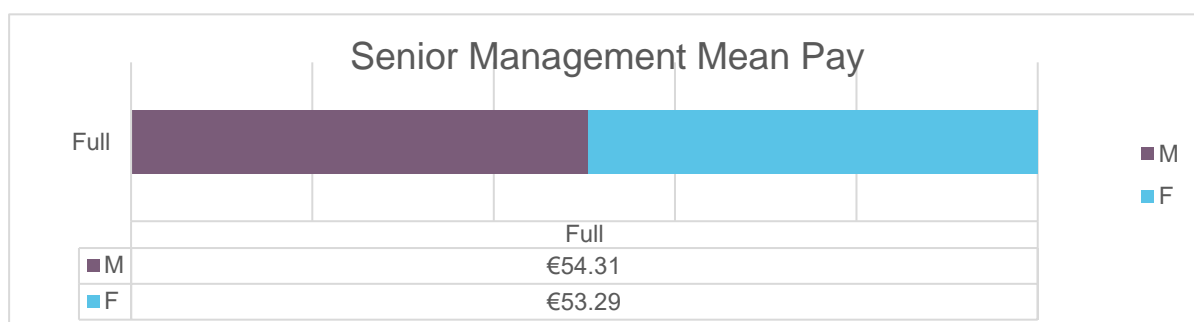
Of the 268 staff, there were:

11 staff on the Board; 8 men, 3 women.

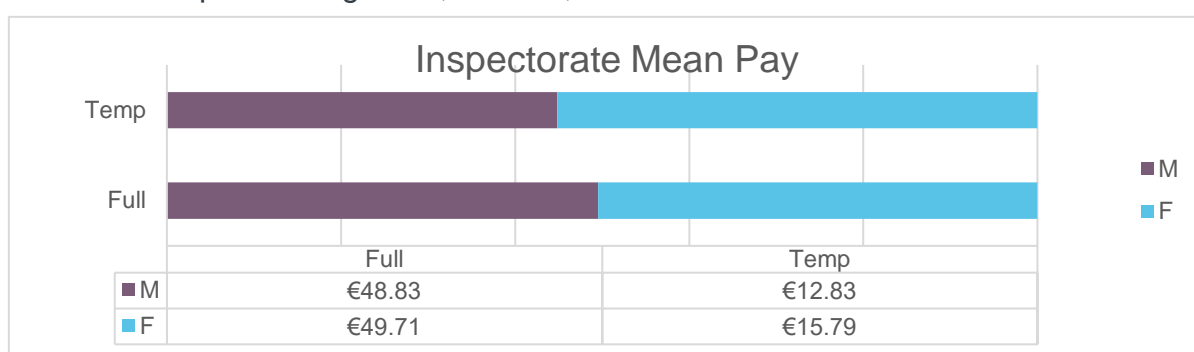


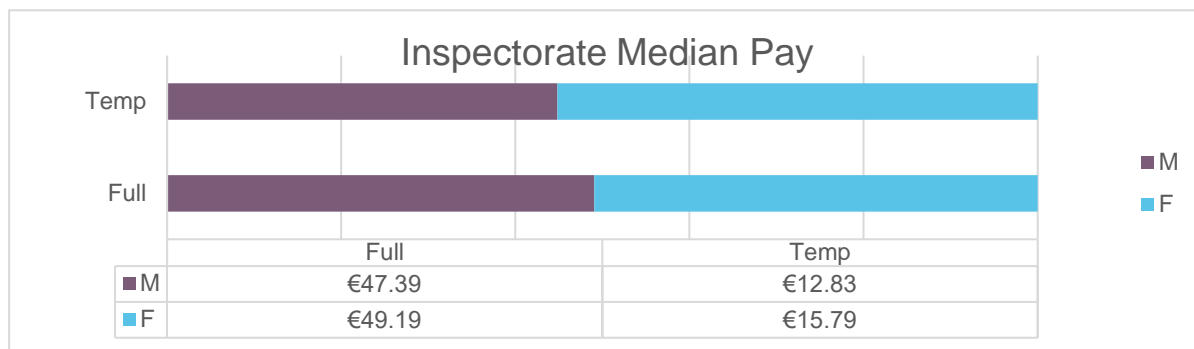


23 staff in Senior Management; 14 men, and 9 women.

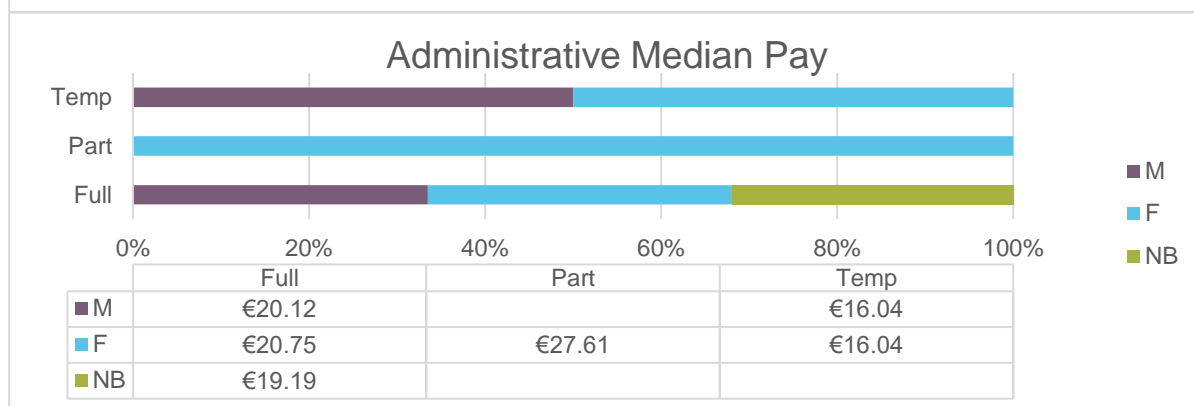
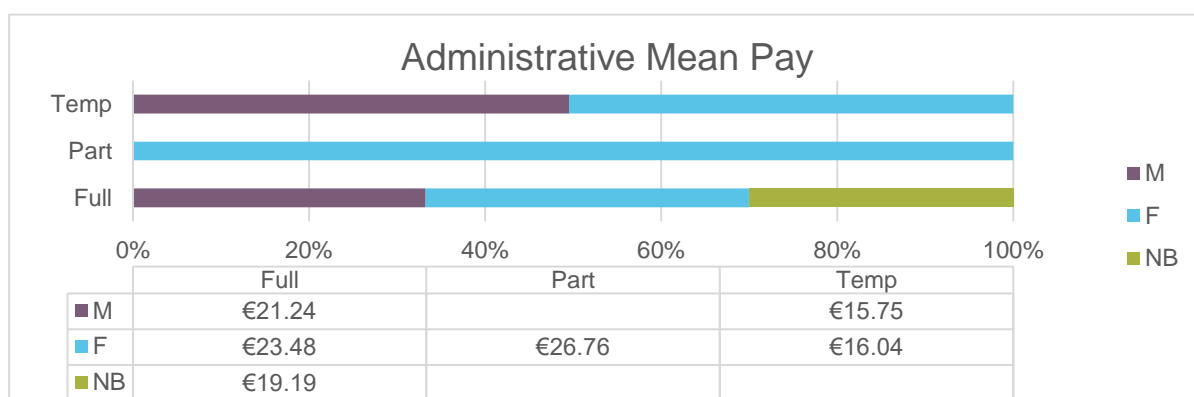


87 staff in Inspectorate grades; 39 men, and 48 women.





147 staff in Administrative grades; 56 men, 89 women and 2 non-binary staff.



Full/Part/Temp: Full time, Part time, Temporary Contract

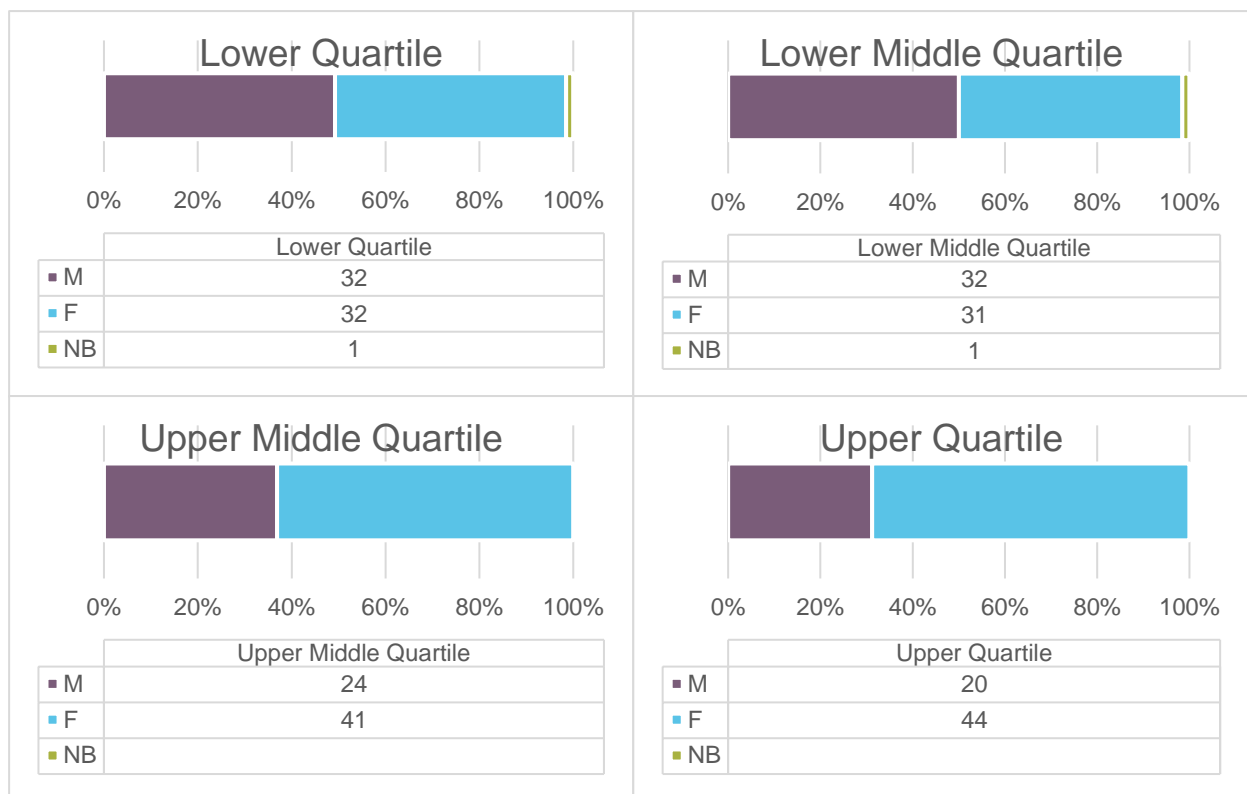
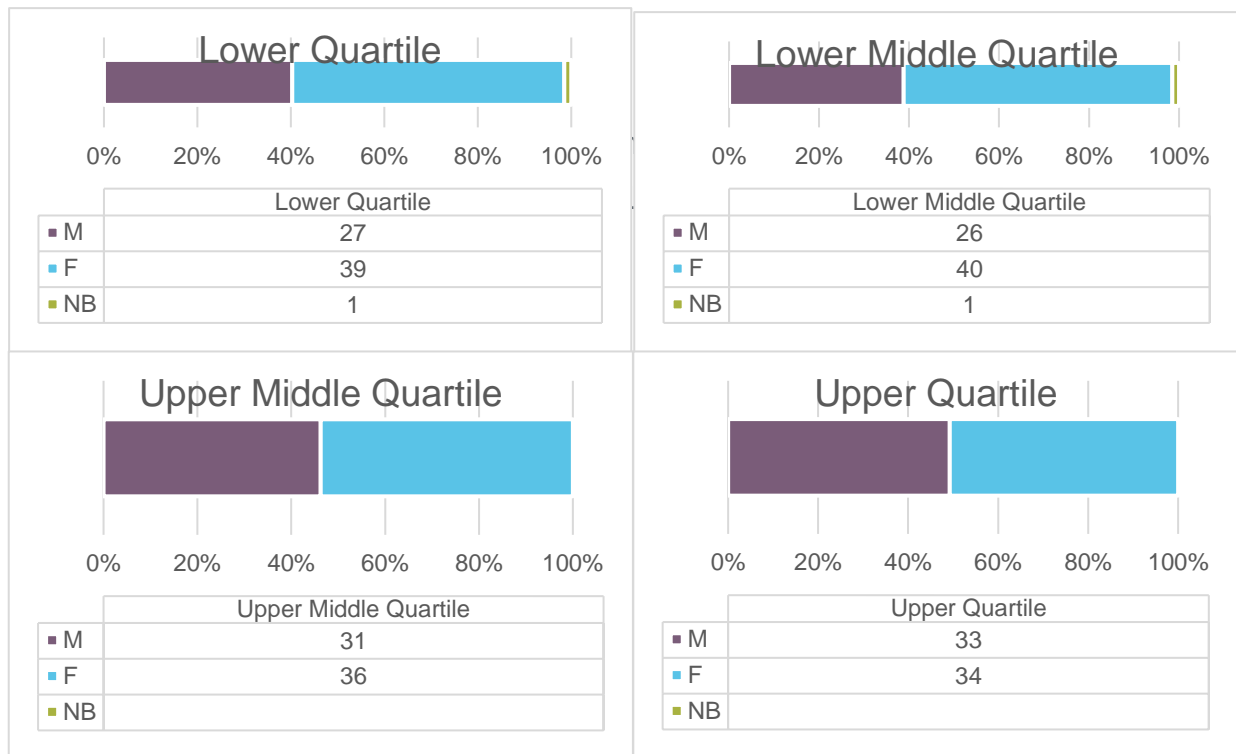
Board: Ordinary Board Members, Deputy Chairperson, and Chairperson of the board.

Senior Management: Chief Officer, Directors, Assistant Directors, Senior Administrative Officers

Inspectorate: Senior Planning Inspectors, Planning Inspectors, Specialists, Planning

Interns.

Administrative: Senior Executive Officers, Executive Officers, Administrative Assistants.



7.0 Conclusions

While there are some women in Senior Management positions, more positions at this grade are held by men.

A relatively higher share of the roles taken up by women are in lower paid grades.

This results in an overall lower organisational average hourly rate of pay for women compared to men. However, within the lower paid grades, it is noteworthy that women are on a higher pay scale point on average, due to a relatively longer length of service in the grade. This is reflected in the higher pay among women in the administrative and inspectorate grades, versus the higher pay among men in senior management and board level positions.

8.0 How are we eliminating the gender pay gap?

An Bord Pleanála is committed to addressing gender imbalances through measures within our control. The organisation will continue to promote initiatives aimed at supporting gender balance in our workforce, such as:

Internal steps to manage gender pay gaps in the organisation.

Initiative	Technique
Interview Boards	Ensuring all of our recruitment and selection processes are conducted by gender balanced selection boards
Compulsory Training	All newly recruited staff participate in Equality and Diversity training as part of their induction training
Learning & Development	Staff are encouraged to avail of learning and development opportunities and supports

Flexible Working	Specific supports available are highlighted for example there is a variety of leave available.
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Proposed measures to reduce or eliminate any gender pay gap

Initiative	Technique
Interview boards	Training all our selection boards in equitable best practice techniques
Climate surveys and workshops	An Bord Pleanála is committed to a culture of respect dignity equality and fairness. Workshops and surveys are used to engage with colleagues to identify opportunities to deliver initiatives that continue to promote Equality Diversity and Inclusion so the work environment can be more equal and diverse.
Equality Diversity and Inclusion Strategy	Progress the Delivery of An Bord Pleanála's Draft Equality, Diversity and Inclusion Policy.
Flexible working information sessions	Launch a series of information sessions designed to inform colleagues of the different leave types available, including sessions on Menopause supports and family-friendly leave options and how they can be accessed.
Dignity at Work Training	A Survey, review and refresher training focused on the Dignity at Work Charter will roll out in 2025.
Strategic Plan Training	An Bord Pleanála's Strategic Plan is currently being developed and training on values will follow on from this.
PMDS Training	Ongoing training programme for Managers.

Appendix

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is based on the twelve-month period to 20th of June 2024.

Overall Mean & Median Pay

Mean Full Time		Mean Part Time		Mean Temp		Mean Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
M	N/A	M	N/A	M	N/A	M	N/A
F	9.72%	F	N/A	F	-5.95%	F	9.48%
NB	50.84%	NB	N/A	NB	N/A	NB	49.86%

Median Full Time		Median Part Time		Median Temp		Median Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
M	N/A	M	N/A	M	N/A	M	N/A
F	22.89%	F	N/A	F	-1.99%	F	21.03%
NB	52.50%	NB	N/A	NB	N/A	NB	51.18%

Board Mean & Median Pay

Mean Full Time		Mean Full Time		Mean Temp		Mean Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
M	N/A	M	N/A	M	N/A	M	N/A
F	10.15%	F	N/A	F	N/A	F	10.15%
NB	N/A	NB	N/A	NB	N/A	NB	N/A

Median Full Time		Mean Full Time		Median Temp		Median Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
M	N/A	M	N/A	M	N/A	M	N/A
F	3.11%	F	N/A	F	N/A	F	3.11%
NB	N/A	NB	N/A	NB	N/A	NB	N/A

Senior Management Mean & Median Pay

Mean Full Time	
Gender	Wage Gap
M	N/A
F	1.87%
NB	N/A

Mean Full Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Mean Temp	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Mean Total	
Gender	Wage Gap
M	N/A
F	1.87%
NB	N/A

Median Full Time	
Gender	Wage Gap
M	N/A
F	7.92%
NB	N/A

Mean Full Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Median Temp	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Median Total	
Gender	Wage Gap
M	N/A
F	7.92%
NB	N/A

Administrative Mean & Median Pay

Mean Full Time	
Gender	Wage Gap
M	N/A
F	-10.54%
NB	9.65%

Mean Part Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Mean Temp	
Gender	Wage Gap
M	N/A
F	-1.85%
NB	N/A

Mean Total	
Gender	Wage Gap
M	N/A
F	-13.36%
NB	7.88%

Median Full Time	
Gender	Wage Gap
M	N/A
F	-3.13%
NB	4.61%

Median Part Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Median Temp	
Gender	Wage Gap
M	N/A
F	0.00%
NB	N/A

Median Total	
Gender	Wage Gap
M	N/A
F	-6.32%
NB	3.56%

Inspectorate Mean & Median Pay

Mean	
Gender	Wage Gap
M	N/A
F	-1.81%
NB	N/A

Mean Part Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Mean Temp	
Gender	Wage Gap
M	N/A
F	-23.03%
NB	N/A

Mean Total	
Gender	Wage Gap
M	N/A
F	-2.30%
NB	N/A

Median	
Gender	Wage Gap
M	N/A
F	-3.78%
NB	N/A

Median Part Time	
Gender	Wage Gap
M	N/A
F	N/A
NB	N/A

Median Temp	
Gender	Wage Gap
M	N/A
F	-23.03%
NB	N/A

Median Total	
Gender	Wage Gap
M	N/A
F	-4.26%
NB	N/A

Gender Pay Gap in Bonus

Bonus Pay Gap Mean	
Gender	Pay Gap in Bonus
M	N/A
F	N/A
NB	N/A

Bonus Pay Gap Median	
Gender	Pay Gap in Bonus
M	N/A
F	N/A
NB	N/A

Receipt of Bonus	
Gender	% in receipt of Bonus
M	N/A
F	N/A
NB	N/A

Benefit in Kind	
Gender	% in receipt of Benefit in Kind
M	N/A
F	N/A
NB	N/A

Please note: There were no employees that have received performance related bonuses or benefit in kind during the snapshot period.

Quartiles

Income Quartiles	% M	% W	% NB
Lower Quartile	40.3%	58.2%	1.5%
Lower Middle Quartile	38.8%	59.7%	1.5%
Upper Middle Quartile	46.3%	53.7%	0.0%
Upper Quartile	49.3%	50.7%	0.0%

Service Quartiles	% M	% W	% NB
Lower Quartile	49.2%	49.2%	1.5%
Lower Middle Quartile	50.0%	48.4%	1.6%
Upper Middle Quartile	36.9%	63.1%	0.0%
Upper Quartile	31.3%	68.8%	0.0%

Please note: Service Quartiles do not include board members, due to the nature of their employment.

