An Roinn Fiontar,
Turasóireachta agus Fostaíochta
Department of Enterprise,
Tourism and Employment

Report on the Gender Pay Gap of the Department of Enterprise, Tourism and Employment 2026

HR Strategy and Policies team
November 2026

Foreword



I am pleased to introduce our Gender Pay Gap (GPG) Report for 2026. As a public sector employer our commitment extends beyond statutory compliance as we strive to foster a workplace culture that is inclusive, equitable, and representative of the society we serve.

Overall, for 2026, our employee base by gender is 57% female and 43% male, and our Gender Pay Gap is 4.01%, reflecting an incremental downward trend from 8.35% in 2025, 9.55% in 2024 and 10.86% in 2023. While female staff are represented at all levels of our organisation, we are aware that we continue to have overrepresentation of women in junior grades and a gender imbalance at the most senior tier of leadership.

We are encouraged nonetheless by the narrowing of the gap over the past four years, which we attribute to several developments including high levels of female participation and success in promotion competitions and increased progression of female staff to higher pay scales within grades.

We remain firmly committed to narrowing our Gender Pay Gap. We will continue to monitor and analyse our data, engage with staff to better understand their experiences, invest in coaching and mentoring programmes, and implement targeted initiatives that support career progression and work-life balance. Through the ongoing implementation of our ED&I Strategy and related policies, we aim to build a workforce that reflects the diversity of our society and empowers all employees to reach their full potential.

My sincere appreciation goes out to our staff for their continued engagement and contribution to this important work, and we look forward to building on this progress in the years ahead.



Declan Hughes
Secretary General

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Introduction

1.1 Key Points of the Report

- At the time of the 'snapshot' date for reporting in June 2026, the Department had 1090 employees, 57% female and 43% male.
- The Department's Gender Pay Gap (GPG) has narrowed consistently over the past four years. The Department's GPG 2026 is 4.04%, which is a substantial reduction from 8.35% in 2025, 9.55% in 2024 and 10.86% in 2023.
- The narrowing of the GPG is partly attributed to a higher proportion of female staff progressing to more senior grades. In 2026, women represented 62% of employees promoted, while men accounted for 38%, contributing to a more balanced distribution of staff across pay grades.
    - The Department's GPG continues to be driven primarily by the concentration of female employees in the lower pay bands and male employees in the higher pay bands. Female employees make up 59% and male employees, 41% in the Lower quartile in 2026.
    - The balance for the Lower middle quartile is the same as the Lower quartile with 59% female and 41% male in 2026.
    - In the Upper middle quartile pay band, women account for 58% and men for 42% in 2026.
    - The number of staff in the Upper quartile is split at 52% female and 48% male in 2026.
- While women comprise a greater proportion of employees than men across all pay quartiles, their representation in the upper and upper-middle quartiles remains below their overall share of the Department's workforce at 57%. Conversely, men are proportionately more presented in these higher-paid quartiles relative to their overall representation in the Department. This indicates that male employees continue to have a greater presence at the upper end of the pay distribution.

- In 2026, male employees worked an average of 20.01 hours of overtime hours per person, compared with 12.77 for female employees. This represents a 57% higher level of overtime among male staff and contributes to higher average earnings for men.

1.2 Gender Pay Gap Act 2021

Ensuring gender equality through equal pay remains a key policy objective in Ireland. As part of the broader strategy to address gender equality in the workplace, the Government announced the **Gender Pay Gap Information Act 2021** and associated regulations on International Women's Day in 2022.

GPG reporting was introduced on a phased basis, initially applying to organisations with more than 250 employees in 2022 before being extended progressively to smaller employers. For the 2026 reporting cycle, organisations with more than 50 employees are required to calculate and publish information relating to their gender pay gap on both the organisational website and on the Government's Gender Pay Gap Portal,ensuring that this information is readily accessible to the public.

The GPG measures the difference between the average gross hourly earnings of women and men across an organisation. It is distinct from the concept of unequal pay. Equal pay concerns the differences in pay between men and women performing the same work or the work of equal value. Such discrimination is unlawful. As with other Civil Service Departments, DETE operates on transparent and standardised pay scales, ensuring that employees at the same grade and scale point receive the same rate of pay regardless of gender.

A positive GPG indicates that, on average, female employees earn less per hour than male employees across the organisation. This is typically influenced by factors such as the distribution of men and women across the grades, levels of seniority, and overtime hours worked. Conversely, a negative GPG indicates that female employees earn more per hour on average than male employees. The GPG therefore provides an indication of women and men are represented across an organisation's pay structure and at different levels of seniority.

The reporting requirements within the regulations are:

- The difference between mean and median hourly remuneration of male and female employees.
- The difference between the mean and median bonus pay of male and female employees as a percentage of mean bonus pay of relevant employees.
- The difference between the mean and median hourly pay of male and female employees who work part time and those employed on temporary contracts.

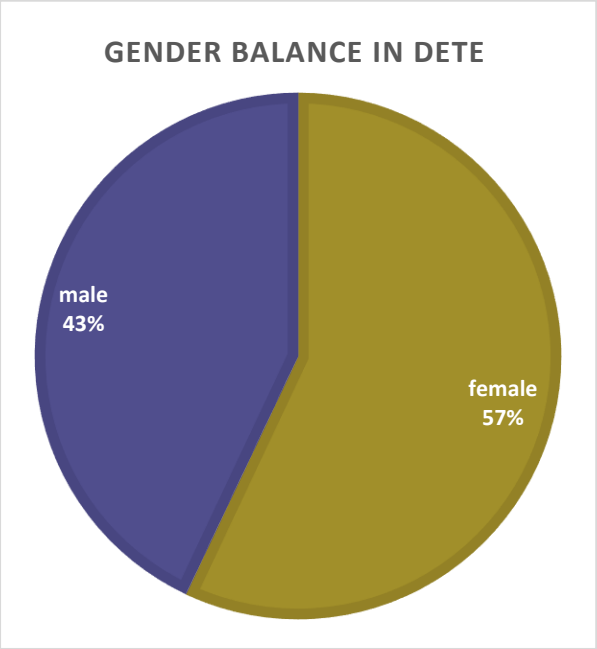
- The difference between bonus remuneration and benefits in kind of male and female employees.
- The percentage of male and female employees in each of the four quartile pay bands.

The GPG regulations require organisations to select a 'snapshot' date in June each year and publish their gender pay gap report no later than the same date in November of the same year.

For the purposes of this 2026 GPG report, the employee data used to calculate gender pay gap metrics was captured on the 'snapshot' date of **19th June 2026**. The reporting period covers **20 June 2025 to 19 June 2026**.

In addition to publishing the GPG report on their website, employers are required to submit their gender pay gap data to the Government's Gender Pay Gap Portal, ensuring transparency and public accessibility of the reported information.

Profile of the Department



DETE is comprised of nine Divisions and six Offices at the 'snapshot' date. These Offices are the Labour Court, the Workplace Relations Commission, the Companies Registration Office, the Registry of Beneficial Ownership, the Registry of Friendly Societies, and the Intellectual Property Office of Ireland.

Agencies of this Department are excluded from the scope of this report.[1]

At the time of reporting, the Department employed 1,090 staff, comprising 963 full-time, 102 part-time, and 25 temporary employees. Women make up 57% and men, 43% of the Department's workforce. Across the Civil Service as a whole, the gender balance is 55.9% female and 42.6% male.[2]

Historically, women have been underrepresented at the most senior levels of the Civil Service[3]. However, substantial progress has been made in improving gender balance within the Department, particularly at Assistant Principal (AP) and Principal Officer (PO) grades. Since 2017, the proportion of women at these grades has increased significantly, rising from 45% to 56% at AP level and from 44% to 57% at PO level by the 2026 reporting date.

Despite this positive trend, gender balance at the most senior grades, from Assistant Secretary level and above, remains less even, with women accounting for 42% and men at 58%. Nevertheless, the increased representation of women at POs level in recent years has strengthened the pipeline of potential candidates for senior leadership roles and is expected to support further progress towards gender balance at the highest levels of the Department.

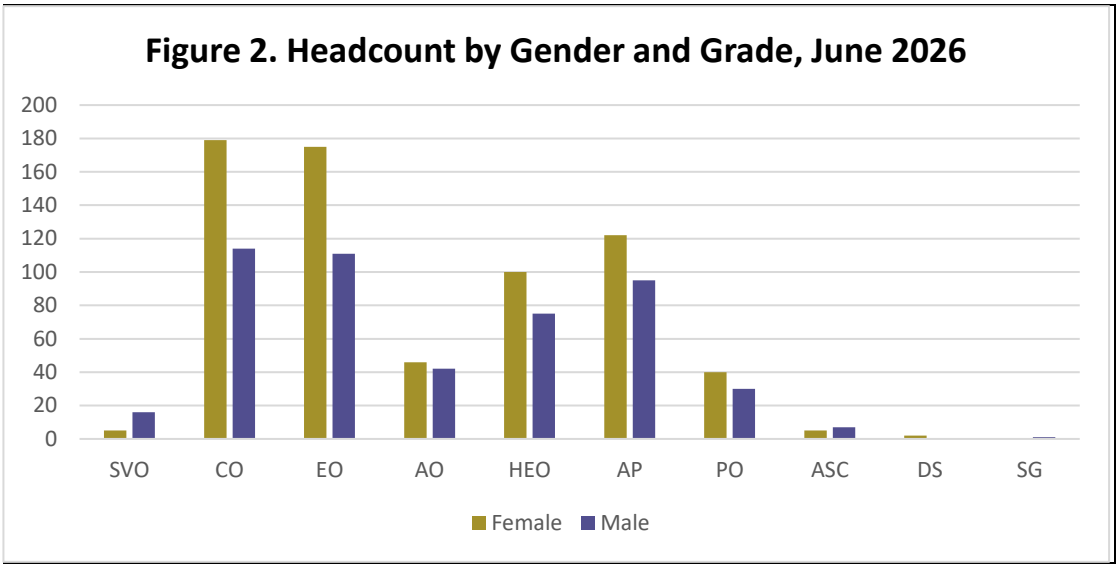
Figures 2 and 3 below present the distribution of employees and the gender composition across grades and their equivalents within the Department as of June 2026.[4]

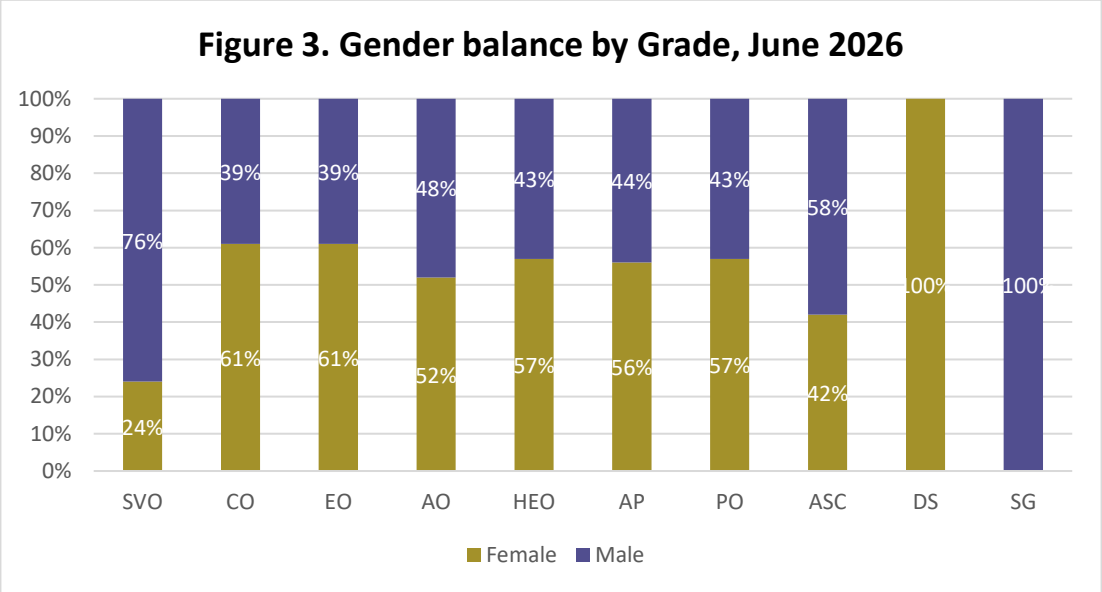
[1] Agencies under the aegis of DETE include, Local Enterprise Office, Enterprise Ireland, IDA Ireland, Fáilte Ireland, the Competition and Consumer Protection Commission (CCPC), the Corporate Enforcement Authority (CEA), Health and Safety Authority (HAS), National Standards Authority of Ireland (NSAI), Irish Auditing and Accounting Supervisory Authority (IAASA), Personal Injuries Resolution Board, Tourism Ireland, InterTradeIreland and Design & Crafts Council Ireland (DCCI).

[2] CSHR Databank, as of end of June 2026.There are 818 employees whose gender is unknown, making up 1.53%

[3] Helen Russell et all (2017). *A Study of Gender in Senior Civil Service Positions in Ireland.* Economic and Social Research Institute.

[4] DETE HR Dashboard, end of June 2026





• Gender Pay Gap Statement

The Department of Enterprise, Trade and Employment's Gender Pay Gap is 4.04%. Remuneration in the Department is set in line with Civil Service pay scales, applied to men and women in accordance with relevant grades, with incremental points relating to service and allowances specific to a small number of roles.

Most of the staff are within the general Civil Service grades, with a small number of staff in technical grades—predominantly Executive Officer (EO) Inspectors, as well as some at Higher Executive Officer (HEO), Assistant Principal (AP) and Principal Officer (PO) technical grade pay scales.

• Reasons for Differences in Remuneration

As outlined in section 2 above, a primary factor in our GPG is the higher concentration of female staff in the most junior pay bands and higher concentration of male staff in the higher pay bands. Figures 4 and 5 below demonstrate that the majority of male employees belong to upper and upper middle quartiles at 52%, compared to 48% of female employees. The majority of female employees are in lower and lower middle quartiles at 52%, compared to male employees at 48%.

Figure 4: QUARTILE COMPOSITION OF FEMALES 2026

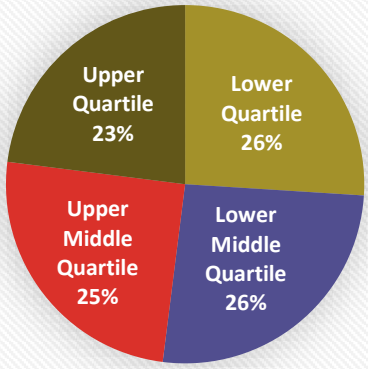
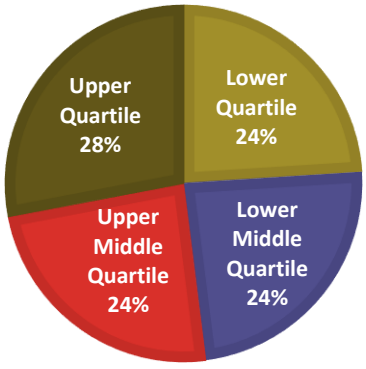
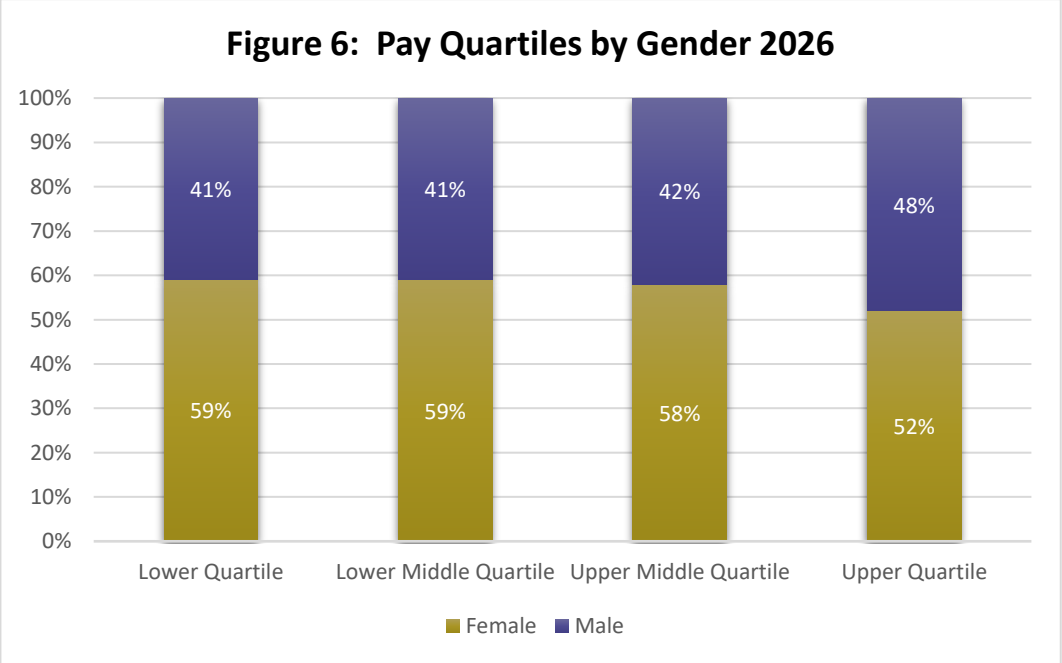
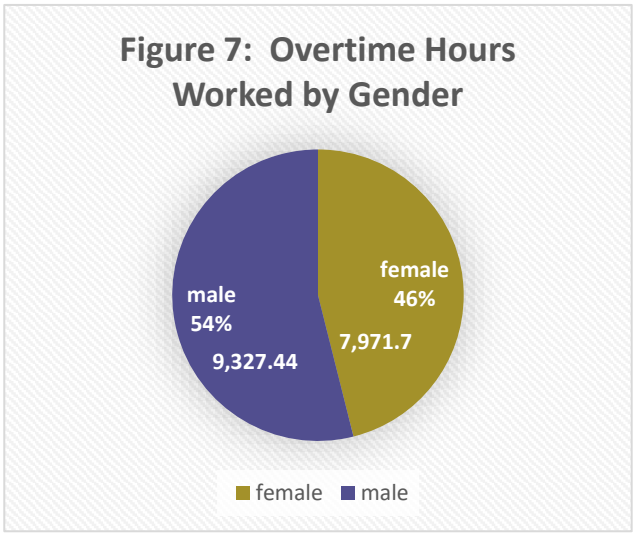


FIGURE 5: QUARTILE COMPOSITION OF MALES 2026





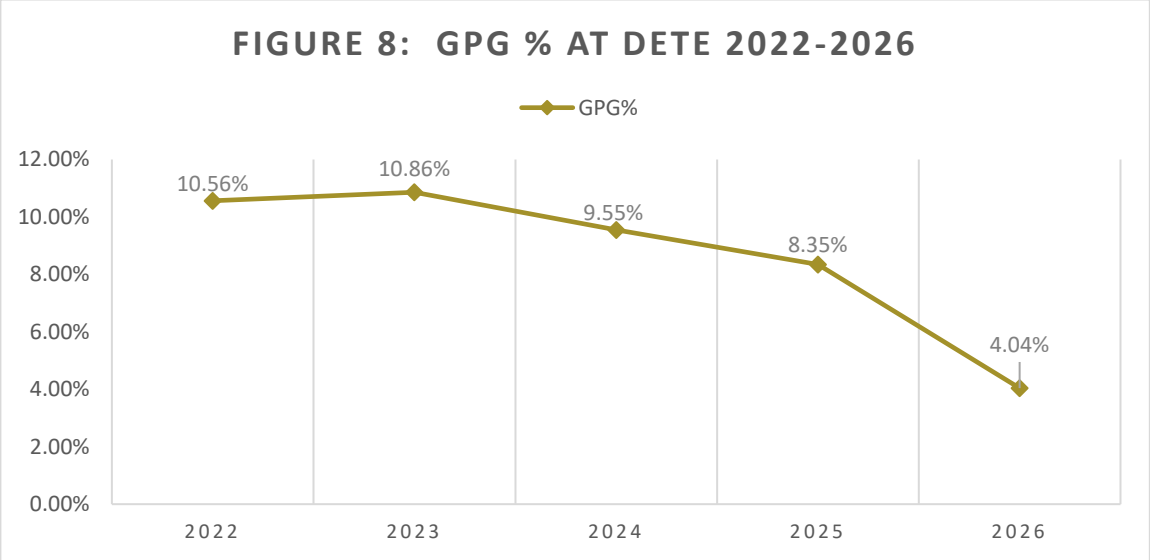
While women comprise a greater proportion of employees than men across all pay quartiles, their representation in the upper and upper-middle quartiles remains below their overall share of the Department's workforce, which is at 57%. Conversely, men are proportionately more represented in these higher-paid quartiles relative to their overall representation in the Department. This indicates that male employees continue to have a greater presence at the upper end of the pay distribution.



As shown in Figure 7, male staff in the Department worked more overtime hours overall in 2026 compared to female staff. On a per employee basis, female staff worked an average of 12.77 overtime hours per person, while male staff worked an average of 20 overtime hours per person. Overtime impacts the average hourly rate for each gender as it is typically paid at higher rates.

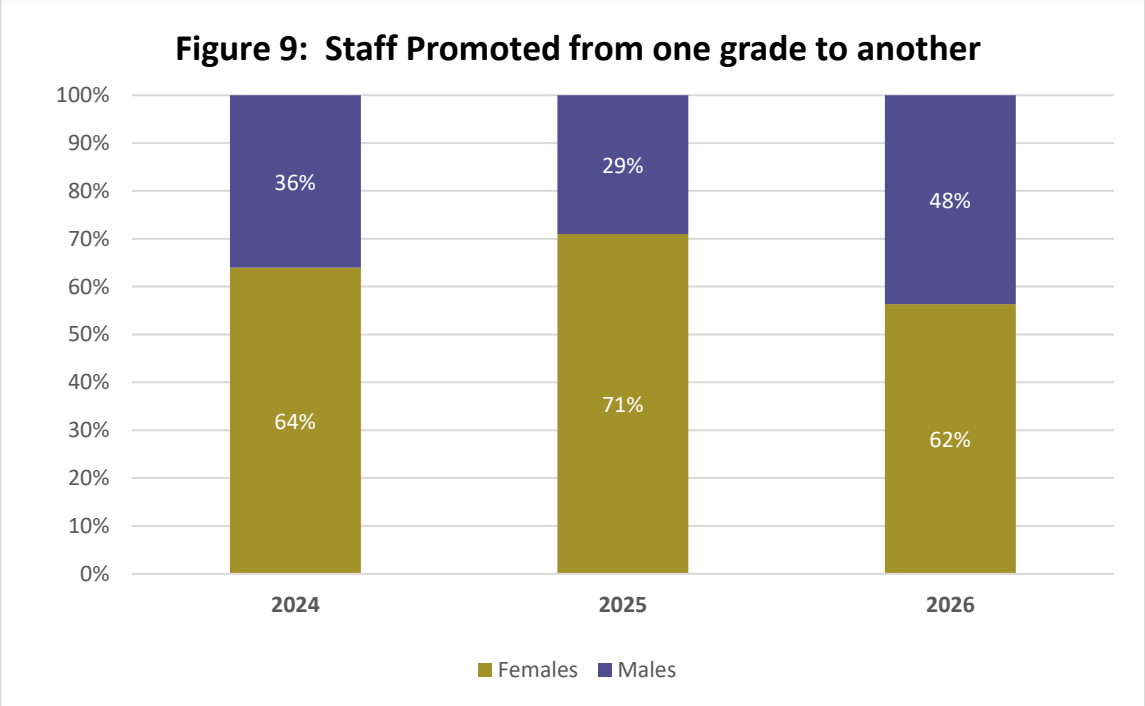
• The Trend: Narrowing of the Gender Pay Gap

Our data indicates that there has been a trend of DETE's GPG narrowing in the past four years. Overall, we attribute the narrowing of the Gender Pay Gap at DETE to several factors.



Promotions: Female employees continue to demonstrate strong participating and success in promotional competitions. As shown in Figure 9, women accounted for 62% of all promotions during the 12 months preceding the snapshot date of 19 June 2026. Their promotion rate exceeded their overall representation within the Department's workforce at 57%. This likely reflects the larger pool of female employees at the more junior grades, from which many promotional candidates are drawn.

While the higher proportion of women promoted is partly attributable to their greater representation in the Department overall, the proportion of promotions awarded to women exceeds their workforce share. This indicates a strong level of engagement and success in promotion competitions. This trend has been evident in recent years. In 2025, women accounted for 71% of promotions, compared with 29% for men, while in 2024 women represented 64% of promotions, compared with 36% for men.



The consistently higher proportion of women securing promotions suggests that female employees are both applying for and succeeding in competitions at a higher rate than their male counterparts. Furthermore, data presented in the next section of this report indicates that women are progressing through pay scales at a faster rate than men. One possible explanation for this is that women, on average, may spend longer periods at a grade before seeking promotion, thereby accumulating greater experience and service at that level prior to competing. While further analysis would be required to confirm this relationship, it may be a contributing factor to the strong promotion outcomes observed among female employees.

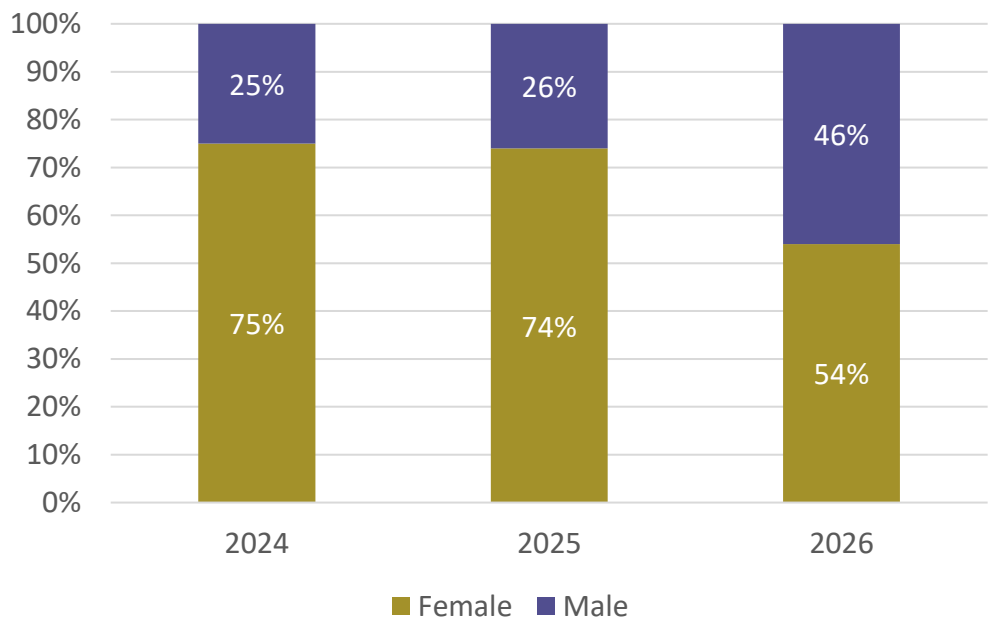
Movement to Higher Pay Scales: Our data also shows a higher proportion of female employees than male employees progressed from the Standard Scale (the default pay scale for new entrants) to higher pay scales within the same grade. The higher scale offers increased salary points and is typically awarded to staff who meet criteria such as extended service within the Standard Scale. In some instances, higher pay scales are awarded through a competitive process.

As illustrated in Figure 10, women accounted for 75% and 74% of employees progressing to higher scales in 2024 and 2025 respectively. These proportions exceeded both the share of women advancing to higher scales and the overall

proportion of women employed in the Department during those years. This may reflect the fact that a greater number of women remained longer within their grades, thereby increasing their eligibility for progression to higher scales.

In 2026, however, the share of women advancing to higher scales fell to 54%, which is closer to the overall gender composition of the Department and lower than the levels recorded in the previous two years. Nevertheless, the strong female representation at higher salary points has supported the narrowing of the Department's gender pay gap over time.

Figure 10: Staff Moving from Standard to Higher Scales



• Actions to address the GPG in the Department

Our Department is committed to developing initiatives that attract, retain and support talent at all levels, while fostering an inclusive workplace and working environment that enables employees to achieve a healthy work-life balance. Our approach to addressing the GPG falls under five categories, with activities undertaken outlined below:

3.3.1 Learning and Career Development Initiatives

The Department is committed to supporting the development and progression of all staff through leadership development opportunities, coaching programmes and professional networking events. The Department sees these development opportunities as a core part of our Strategy to improve our approach to Equality, Diversity & Inclusion (ED&I), including supporting a strong and gender-balanced pipeline of future senior leaders.

The Executive Coaching Programme attracted particularly strong female participation at senior levels. At AP/PO grade, 14 women participated compared to 6 men, meaning 70% of participants were female. At HEO/AO grade, participation was broadly balanced, with 9 women and 10 men taking part, representing 47% female participation.

Women were also strongly represented on strategic leadership programmes. The SPS Strategic Leadership Programme saw 3 women and 2 men participate, meaning 60% of participants were female. In addition, nine female staff members attended the Women in Leadership Conference, providing valuable opportunities for networking, learning and professional development.

Overall, these figures highlight the Department's continued commitment to fostering female leadership and supporting women to develop the skills, confidence and networks needed to progress their careers at all levels of the organisation.

3.3.2 Monitoring Fairness and Transparency in Promotion Practices

The Department is committed to ensuring that promotion processes are fair, transparent, accessible and inclusive. All competitions are conducted in accordance with the recruitment guidelines of the Commission for Public Service Appointments (CPSA) and adhere to the principles set out in the *Code of Practice for Appointment to Positions in the Civil and Public Service*.

The Department continues to enhance its policies, processes, and guidance to promote fairness and inclusion. This includes a review of the Department's Competitions Policy to improve accessibility and support equitable participation in promotional competitions for all staff.

To further strengthen transparency, the Department developed a Competitions Transparency FAQ document, which provides staff with key

information on the internal competitions process and outlines the measures in place to ensure that competitions are conducted in a fair, transparent, and equitable manner.

In addition, the Department is committed to supporting staff with work-sharing arrangements to progress their careers. Competition booklets explicitly state that efforts will be made to facilitate pre-existing work-sharing arrangements if a candidate is successful, subject to business needs.

3.3.3 Implementing the Recommendations from Research to Address the Gender Pay Gap

Supporting Women's Career Progression

In June 2024, the HR Strategy and Policies team published a research report – *Career Development and Progression in DETE: A research study of staff experiences in the Department of Enterprise, Trade and Employment, with a focus on the experiences of female staff*. The research found that female staff are equally ambitious to progress as their male colleagues and it highlights the importances of visible role models, mentoring and networking opportunities, development supports, and flexible working arrangements in supporting career progression.

The report outlined several actions for follow-up, including:

- Increasing senior leadership engagement to champion inclusion and career development
- Enhancing guidance for line managers to facilitate career development conversations and enhance career development of their employees
- Expanding mentoring, networking, and sponsorship opportunities
- Enhancing guidance and support for managers to facilitate career development conversations
- Improving communication and transparency around recruitment and promotion competitions
- Reviewing policies (such as Maternity Leave policy) and practices to ensure flexible working arrangements support career progression, including senior grades.

These findings are now informing our policies and practices as we work to narrow our Gender Pay Gap and create a more inclusive workplace.

Supporting Flexible Working and Progression at Senior Levels

In 2026, the Department is finalising research on Worksharing in DETE at Senior Levels, which examines the feasibility of worksharing arrangements at senior grades and explores experiences of worksharers and managers across the organisation.

Initial findings indicate strong support for senior-level worksharing and highlight a range of benefits, including improved work-life balance, wellbeing, staff retention, and productivity. The research also suggests concerns about workload, career progression, and the compatibility of senior roles with worksharing can influence decisions about applying for promotion opportunities. In addition, the study found that organizational culture, role design, and expectations around visibility and availability can present challenges for employees seeing to combine senior leadership roles with flexible working arrangements.

The findings from this research will help inform future workforce planning and flexible working policies within the Department. By exploring ways to support worksharing at senior levels, the Department aims to remove barriers to progression and close the Gender Pay Gap.

3.3.4 Improving our Approach to ED&I

In June 2024, we launched the Department's first ED&I Strategy 2024-2026. This Strategy aims to deliver on the following four key goals:

- Developing a positive culture of support and inclusion
- Ensuring staff at all levels are skilled to work in diverse teams
- Providing equality of opportunity for all staff; and
- Ensuring equality in access to services for all our customers

In September 2025, the HR team published a Progress Report to provide an update on actions outlined in the Strategy. Key areas where progress has been made include:

- Embedding ED&I principles into existing staff learning/engagement initiatives such as our Staff Conference, Divisional Days, induction training and training for line managers

- Establishing and supporting employee networks and hosting inclusive events
- Making the Department a 'JAM Card friendly' organisation
- Delivering regular communication to staff on ED&I topics
- Delivering a range of learning and training opportunities relating to ED&I topics.

In 2026, the Department continued to build on the progress achieved under the ED&I Strategy 2024-2026. An ED&I Close-out report will be completed in Q4 2026 to evaluate delivery of the actions set out in the Strategy. Key areas of progress in 2026 include:

- Strengthening employee networks and fostering an inclusive workplace culture, the delivery of network events and guest speaker sessions, and the publication of guidance and resources to support the creation and the running of staff networks.
- Enhancing supports for employees with disabilities, including the expansion of the Disability Liaison Officer (DLO) service, the introduction of procedures and systems to manage reasonable accommodation requests, and the renewal of the Department's Jam Card accreditation.
- Improving policies, processes and guidance to promote fairness and inclusion, including the review of the Department's Competitions Policy to improve accessibility and inclusion and ongoing work to strengthen the Dignity at Work framework.
- Increasing awareness, learning, and engagement on ED&I matters, through the development of targeted training initiatives, communications campaigns highlighting diverse staff experiences and initiatives to support inclusive workplace practices and behaviours.
- Advancing gender equality and family-friendly workplace policies, including publication of staff stories promoting shared caring responsibilities, research conducted to better understand flexible working arrangements at senior levels, and reviews of policies and supports across key life stages to identify opportunities for further improvement.

We remain committed to driving this work forward and continuing to make progress on these actions.

3.3.5 Blended Working

Initiatives that support employees' responsibilities outside the workplace can have a significant impact on their employment participation and attrition rates. Historically, flexible working and work-life balance arrangements allowed people who may leave paid employment if they could not balance it with their needs and responsibilities to continue to participate.

DETE aims to support the work-life balance of staff through our Blended Working Policy. We conducted a second review of this policy which included an all-staff survey and a series of in-depth one-to-one interviews, incorporating questions related to our Gender Pay Gap analysis, such as caring responsibilities and part-time working and a workshop with senior officials. The feedback has been incorporated into an updated policy which is expected to be approved shortly.

• Gender Pay Gap Metrics

The Gender Pay Gap Information Act 2021 requires the following measures to be reported:

- **Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.
- **Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and parttime relevant employees, and temporary workers.
- **Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Mean benefit-in-kind gap** – the difference between the mean benefit-in-kind received by male relevant employees and that received by female relevant employees.
- **Median benefit-in-kind gap** – the difference between the median benefit-in-kind received by male relevant employees and that received by female relevant employees.

- **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands. The following measures were calculated using a snapshot date of 19 June 2026 and included data for the previous 12 months.

• Gender Pay Gap Metrics Overview

The 'snapshot' date for 2026 was 19TH June 2026. The reporting period is from 20 June 2025 to 19 June 2026.

Table 1. Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 19th June 2026)

Mean hourly gender pay gap (All Employees)	4.04%	
Mean hourly gender pay gap (Part-Time Employees)	3.89%	
Mean hourly gender pay gap (Temporary Employees)	.96%	
Median hourly gender pay gap (All Employees)	4.66%	
Median hourly gender pay gap (Part-Time Employees)	-2.93%	
Median hourly gender pay gap (Temporary Employees)	0%	
Mean bonus gender pay gap	N/A	
Median bonus gender pay gap	N/A	
Percentage of employees in receipt of bonus	N/A	
Percentage of employees in receipt of benefit in kind	N/A	
Percentage of employees within lower remuneration quartile	Female	59%
	Male	41%
Percentage of employees within lower middle remuneration quartile	Female	59%
	Male	41%
Percentage of employees within upper middle remuneration quartile	Female	58%
	Male	42%
Percentage of employees within upper remuneration quartile	Female	52%
	Male	48%

Detailed Metrics

In accordance with the Gender Pay Gap Information Act 2021, the tables and charts below outline the Department's employee data according to the GPG reporting requirements.

Table 2. Number of Full and Part Time Employees, 2026

Headcount	Full-time employees	Part-time employees	Total employees	Of whom are temporary
Male	447	8	**466**	11
Female	516	94	**624**	14
Other	0	0	0	0
Total	**963**	**102**	**1090**	**25**

Mean and Median Hourly Rates

For both male and female employees, the mean hourly rate exceeds the median hourly pay rate as shown in Table 3. This reflects the Department's hierarchical grade and pay structure, in which a larger proportion of employees are employed in lower and middle pay bands, while a smaller number occupy more senior and higher-paid positions. As a result, higher salaries at senior grades increase the mean pay rate relative to the median.

Overtime Pay

Overtime impacts the average hourly rate for each gender as it is typically paid at higher rates.[5] In 2026, female staff worked an average of 12.77 overtime hours per person, while male staff worked an average of 20 overtime hours per person.

[5] The average number of overtime hours worked by female employees has been less than that of male employees based on the four-year trend between 2023 and 2026.

Table 3. All Employees, Core Pay and Hours Worked, 2026

	Female	Male	Total
Employees	624	466	1090
Value (CorePay)	€34,190,777.20	€28,077,446.72	€62,268,223.92
Hours worked	974,501.87	758,047.39	1,732,549.26
Overtime hours	7,971.74	9,327.44	17,299.18
Hours worked including overtime	982,045.61	766,955.83	1,749,001.44
Mean hourly rate	€34.63	€36.09	€35.26
Median hourly rate	€31.03	€32.55	€31.62

5.2 Mean and Median Hourly Rate for Part-Time Employees

Employees availing of work-sharing arrangements are classified as part-time employees as per Civil Service Work-sharing circular.

Table 4 sets out the details of part-time female and part-time male employees pay and hours worked. The mean gender pay gap for part-time employees is 3.89% and median gender pay gap for part-time employees is -2.93%. Part-time workers equate to 9.35% of all employees, and most are female (92.15%). The cohort of female part-time employees represents 8.62% of all employees in the Department. The majority of these women are CO and EO grades (60.63%).

Table 4. Part Time Employees, Core Pay and Hours Worked, 2026

	Female	Male	Total
Employees	94	8	102
Value (CorePay)	€4,275,157.88	€427,878.53	€4,703,036.41
Hours worked	120,608.65	11,333.00	131,941.65
Overtime hours	525.92	270.75	796.67
Hours worked including overtime	121,134.57	11,603.75	132,738.32
Mean hourly rate	€34.83	€36.24	€34.94
Median hourly rate	€31.98	€31.07	€31.98

5.3 Gender Pay Gap in Hourly Remuneration

Table 5 below sets out the gender pay gap in hourly remuneration for full and part-time employees.

Table 5. Gender Pay Gap in Hourly Remuneration, 2026

	Mean	%	Median	%
All Employees	*R.7(1)(a)*	4.04%	*R.8(1)(a)*	4.66%
Part-time Employees	*R.7(1)(b)*	3.89%	*R.8(1)(b)*	-2.93%
Temporary Employees	*R.7(1)(c)*	.96%	*R.8(1)(C)*	0.00%

5.4 Gender Pay Gap in Bonus Pay and Benefit in Kind

Data on the mean and median of bonus payments and benefits-in-kind are not applicable to staff employed in the Department in 2025 but are presented below for completeness.

Table 6. Gender Gap in Bonus Pay

	Mean	%	Median	%
Bonus	*R.9(1)(a)*	N/A	*R.9(1)(b)*	N/A

Table 7. Percentage in Receipt of Bonus and Benefit in Kind

	% of all Male		% of all Female	
% 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

5.5 Proportion of Male and Female Employees by Quartile Pay Bands

The Department is also required to report on the proportion of male and female employees who fall within the lower, lower middle, upper middle and the upper remuneration quartile pay bands. The table and charts below illustrate the gender representation across each quartile in the Department.

Table 8. Pay Quartiles

	% of Male		% of Female	
Lower Quartile	*R.10(1)(a)*	40.66%	*R.10(1)(a)*	59.34%
Lower Middle Quartile	*R.10(1)(b)*	40.81%	*R.10(1)(b)*	59.19%
Upper Middle Quartile	*R.10(1)(c)*	41.54%	*R.10(1)(c)*	58.46%
Upper Quartile	*R.10(1)(d)*	47.99%	*R.10(1)(d)*	52.01%

Data

Scope of the Report

The report has been produced from employee data of the Department of Enterprise, Tourism and Employment. Data from persons employed in the Agencies under the aegis of the Department are not included. The following Agencies: Irish Auditing and Accounting Supervisory Authority (IASSA), and Competition and Consumer Protection Commission (CCPC), which are facilitated for administration purposes on the Department's payroll, have been excluded for the reporting purposes as the staff of these are not employees of the Department. In addition, select fees such as those paid to the Members of the Employment Appeals Tribunal (EAT), Low Pay Commission (LPC), Workplace Relations Commission (WRC) have been excluded, along with former employees in receipt of pension from the Labour Court, Competition Authority and IASSA.

Data Source

The report has been compiled with the assistance of National Shared Services Office (NSSO), a statutory Civil Service office under the aegis of the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation with a function to provide shared HR, pensions, payroll and finance administration services to the Irish Government Departments and public service bodies, including the Department of Enterprise, Tourism and Employment. The data supplied by the Human Resources Management System (HRMS) and Makodata were analysed, which facilitated the required calculations to be completed in line with the reporting requirements set out in the Gender Pay Gap Information Act 2021. To verify the information provided by the NSSO, a comparison check was completed against employee records available to the Department on the HRMS.

Adjustments and Approximations

The headcount of the Department's employees on the snapshot date confirmed the organisation has more than 50 employees. The metrics in this report are calculated by reference to the employee breakdown in Pay Gap Metrics Overview Table which reflects the number of employees on the snapshot date who identify as male or as female.

Staff on unpaid leave, such as career break, who have received no pay during the reporting period are included in the headcount but not included in the report.

Ministers and Ministers of State are not included in this report as they are not employees.

Staff on secondment to other organisations, such as Embassies and Missions abroad carrying out work on behalf of the Department and for whom the Department remains liable for their salary are included in this report. Staff on secondment to the Department but paid by other organisations are not included in this report.

• Data Protection

All processing was carried out by members of the Human Resources Unit in conjunction with staff from the Payroll Shared Services section of the NSSO in line with Data Protection obligations. All data used for producing this report was processed by staff who would have access to the data as part of their daily duties within the Human Resources Unit of the Department. All statistics provided in this report are combined and do not identify individuals.