



Gender Pay Gap Report 2022

Sustainable Energy Authority of Ireland

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Foreword

SEAI gender pay gap 2022

Following the enactment of the Gender Pay Gap (Information) Act, 2021, the Sustainable Energy Authority of Ireland (SEAI) is pleased to share our Gender Pay Gap (GPG) report for 2022.

This new law requires organisations of over 250 employees to publish their GPG data, report on the reasons for the gaps and detail the measures the organisation have proposed to take to eliminate or reduce the gaps. While SEAI is not at the employee threshold for mandatory reporting, owing to our strong commitment to Equality, Diversity, and Inclusion (EDI) SEAI have chosen to voluntarily publish our GPG report ahead of our mandatory reporting deadline of 2024. Please note that our pay and bonus gaps are based on a 12-month pay cycle and our chosen snapshot date is 30th June 2022.

The publication of GPG data coincides with the launch of SEAI's ambitious new EDI Strategy Statement and Action Plan 2022-2025 which sets out goals and targets to further strengthen the commitment to EDI. The EDI Strategy will further enhance the structures, practices, and policies to create a positive workplace experience for SEAI employees and service users of all backgrounds and types.

SEAI acknowledge the assistance of Mazars Consulting in the preparation of this important report.

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1. Interpretating the data

Key terms explained

Terms	Explanation
Mean pay gap	The definition of mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women's mean hourly pay and men's mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the entire organisation.
Median pay gap	The definition of median is the middle score for a set of data arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). To calculate the median hourly pay, rank all employees from the highest paid to the lowest paid, and taking the hourly pay, including bonus, of the person in the middle.
Quartile bands	Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of people in each quartile gives a sign of the gender representation at various levels of the organisation.

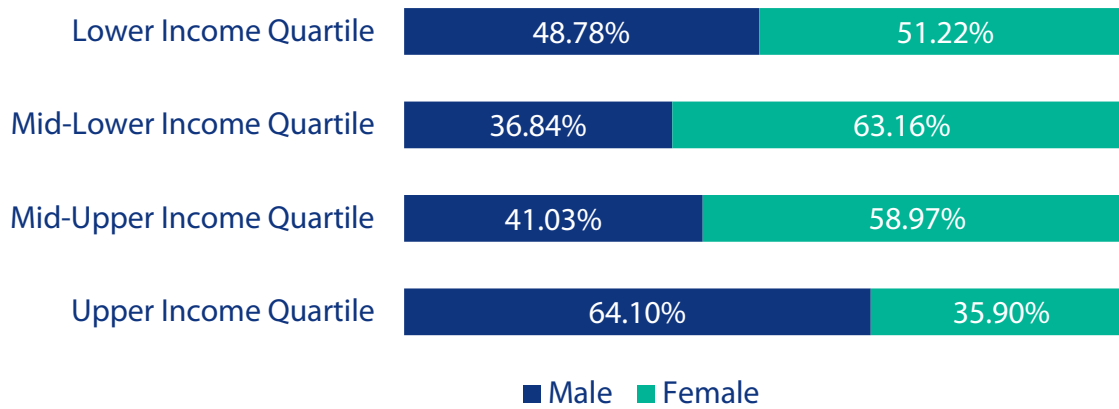
2. Gender pay gap figures for SEAI

The data here shows the overall gender pay and bonus gap based on hourly rates of pay for the year to 30th June 2022

SEAI gender breakdown by proportion of employees	
	
Male 47.77%	Female 52.23%

Hourly pay	
The difference between the mean hourly pay of male employees and that of female employees.	13.03%
The difference between the median hourly pay of male employees and that of female employees.	11.19%
Part-time pay	
The difference between the mean pay of part-time male employees and that of part-time female employees.	0%
The difference between the median pay of part-time male employees and that of part-time female employees.	0%
Temporary contracts	
The difference between the mean pay of male employees and that of female employees on temporary contracts.	-3.51%
The difference between the median pay of male employees and that of female employees on temporary contracts.	0.75%
Bonus pay	
The difference between the mean bonus pay of male employees and that of female employees.	0%
The difference between the median bonus pay of male employees and that of female employees.	0%
Proportions paid a bonus and Benefit-in-Kind (BIK)	
The proportions of male and female employees paid bonus pay.	0%
The proportions of male and female employees who received BIK.	0%

Quartile breakdown of employees



3. Interpreting the data

Mean and median pay gap

SEAI's mean GPG figure for 2022 is 13.03% in favour of male employees, a reduction since the organisation's last GPG review in 2020 where mean GPG was 14.81% in favour of male employees. SEAI has a median GPG figure of 11.19% for 2022, also reduced from the last review in 2020 (21.29%). The main contributor to the mean GPG figure is the higher number of male employees at senior management grades compared to their female counterparts, which then increases average male salary compared to female salary.

The organisation is still strongly committed to ensuring equal representation at all grades. Our 2022 data proves that while we have made progress, further improvement is necessary to increase female representation at the Senior Management Team (SMT) level. This is something SEAI is actively working to ensure progression pathways are open and accessible for the strong pool high-potential female employees to progress into senior management positions.

Mean and median bonus gap

We do not supply bonus pay to any employee in the organisation and therefore the mean and median bonus gaps are 0%.

Quartiles

52.23% of employees in SEAI are female and 47.77% are male. When dividing all employees into quartiles, the ratio of female to male employees stays consistent at the lower income quartile. When examining the mid-lower and mid-upper quartiles, the proportion of female employees increases to 63.16% and 58.97% respectively, before reducing significantly to 35.90% at the upper quartile.

This means that there is an imbalance of representation, with female employees more likely to occupy mid-management roles and male employees more likely to occupy senior management roles in the organisation. It is a priority for the organisation, not only to increase female representation at senior management grades but to also ensure that there are consistent progression pathways for employees at all grades regardless of their gender. SEAI will continue to make representation a key priority to align with its overall gender demographic of 52.23% female and 47.77% male more closely in the coming years.

Benefit-in-Kind gap

SEAI do not supply Benefit-in-Kind (BIK) to any employee in the organisation and therefore 0% of male employees and 0% of female employees receive BIK from the organisation.

Part-time employees

There is a mean GPG of 0% amongst employees who work on part-time arrangements in SEAI. This is a result of no male employees availing of part time working arrangements. The organisation focuses on encouraging male employees to engage with flexible and part time working arrangements. The organisation hopes to help create a greater balance between male and female career cycles.

Employees on temporary contracts

There is a mean GPG of -3.51% amongst employees on temporary contracts in SEAI, meaning for every €1 the mean male employee on a temporary contract earns, the mean female employee on a temporary contract earns €1.04. This is due to the higher proportion of female employees at the mid-upper quartile on temporary contracts compared to their male counterparts, increasing the average female salary. The difference in temporary contracts is due to SEAI's policy of new recruits receiving a first temporary 5-year contract, and the mix of male to female new recruits at mid to higher grades. When examining the median GPG amongst employees on temporary contracts, there is a gap of less than 1% between male and female employees.

4. How SEAI plan to address its gap

1. Equality, Diversity, and Inclusion Strategy Statement and Action Plan

SEAI recognises the value and benefit of a diverse and inclusive workforce and therefore recently published the EDI Strategy Statement and Action Plan. This ambitious EDI Strategy is a key part of helping achieve SEAI's overall statement of strategy and sets out six strategic goals for the organisation to deliver by 2025 which aim to continue to improve the structures, culture, and workplace environment for employees of all experiences and perspectives.

The six goals of our EDI Strategy as follows:

- To set up and support the right structures, policies and supports for a diverse, inclusive, and positive working environment, and the delivery of welcoming, respectful services
- To set up awareness of, and a culture enhanced by, equality, diversity and inclusion practices through structured training and knowledge sharing, and through leadership
- To enhance our equality, diversity and inclusion through our recruitment and progression practices
- To create awareness of and celebrate equality, diversity, and inclusion themes
- To better understand the people we serve, external to SEAI, so that we can supply our services to them in a way that considers their diversity, and that is inclusive
- To understand how we are doing and to be transparent in our EDI journey

2. Investors in diversity accreditation

SEAI engaged the Irish Centre for Diversity (ICD) in early 2022 to conduct a review of our EDI related policies, to supply inclusive leadership training to the SEAI senior leadership team, and to conduct a significant, objective, and confidential staff survey on current EDI practices.

SEAI achieved the silver level accreditation under Investors in Diversity in early 2022. This accreditation included a report with recommendations on further work needed to update its policies to reflect best practice. The EDI Strategy Statement and Action Plan has acknowledged this achievement.

SEAI is now actively pursuing gold accreditation from the Irish Centre for Diversity.

3. EDI principles

SEAI is committed to manifesting the value of inclusion and diversity amongst staff and services. SEAI have created the following principles which it strives to reflect in all that it does both from a workplace perspective and in the services, it delivers:

- We value our people for who they are
- We reinforce diversity and inclusion values through action
- We articulate and promote the value of diversity of thinking to achieving our climate action goals

Our actions support SEAI to:

- Reflect the diversity of the society we serve at every level in our organisation
- Drive a welcoming, honest, and just work culture, with senior leadership setting the example
- Help all our people to understand why diversity and inclusion is important, and behaviours that we value in SEAI
- Inform progress by monitoring how we are doing

4. Proactively calculate our GPG

As already mentioned, SEAI have a strong commitment to ensuring equality of opportunity for all employees regardless of their background or identity. SEAI has recognised this commitment by the fact that it has chosen to calculate and report on its GPG two years in advance of it being a requirement to do so under the Gender Pay Gap Information Act 2021, where it will not fall under mandatory reporting thresholds until 2024.

SEAI recognise the importance of gender equality to society and believe that it is a topic which requires immediate action nationally and internationally. Considering this, the organisation will continue to calculate and report its GPG as well as addressing any gaps found in our data, meaning that SEAI will have made considerable progress in this space before it becomes mandatory in 2024.

5. Increasing organisational awareness

SEAI is acutely aware of the importance of increasing awareness of EDI and factors which can contribute to the GPG such as unconscious bias in the workplace and a collective understanding of the difference between male and female career cycles. It has therefore committed to regular training on bullying, harassment, dignity at work, harassment and discrimination, equality, and our EDI Strategy for its employees. The employee training provides a particular focus on equipping teams with the knowledge and skills to lead truly inclusive teams. The training will develop a culture to transfer these learnings from the training environment, to embedding them into the structures, culture, and workplace experience of the organisation.

6. Gender-proofing of organisational documentation

We have taken steps to ensure all documentation uses inclusive language that is accessible to all. This includes all policies, job descriptions and communications. We ensure these documents are gender proofed to ensure they are free from both masculine-coded and feminine-coded language as the use of such coded language may appeal to or deter one gender specifically.

Sustainable Energy Authority of Ireland

SEAI is Ireland's national energy authority with a mission is to be at the heart of delivering Ireland's energy revolution. We drive the reduction and replacement of fossil fuel usage. We are a knowledge led organisation. We partner with citizens, communities, businesses, and Government. We are trusted collaborators, innovators, funders, and educators.

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