



Gender Pay Gap Report 2023

Sustainable Energy Authority of Ireland

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Foreword

SEAI gender pay gap 2023

Following the enactment of the Gender Pay Gap (Information) Act, 2021, the Sustainable Energy Authority of Ireland (SEAI) is pleased to share the Gender Pay Gap (GPG) report for 2023.

This new law requires organisations with over 250 employees to publish their GPG data, report on the reasons for the gaps and detail the measures the organisation has proposed to eliminate or reduce the gaps. While SEAI is not at the employee threshold for mandatory reporting, owing to its strong commitment to Equality, Diversity, and Inclusion (EDI) SEAI has chosen to voluntarily publish the GPG report ahead of a mandatory reporting deadline. Please note that the pay and bonus gaps are based on a 12-month pay cycle and the chosen snapshot date is 30th June 2023.

SEAI's EDI Strategy Statement and Action Plan 2023-2025 sets out goals and targets to further strengthen the commitment to EDI. The implementation of 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.



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1. Interpreting 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. |

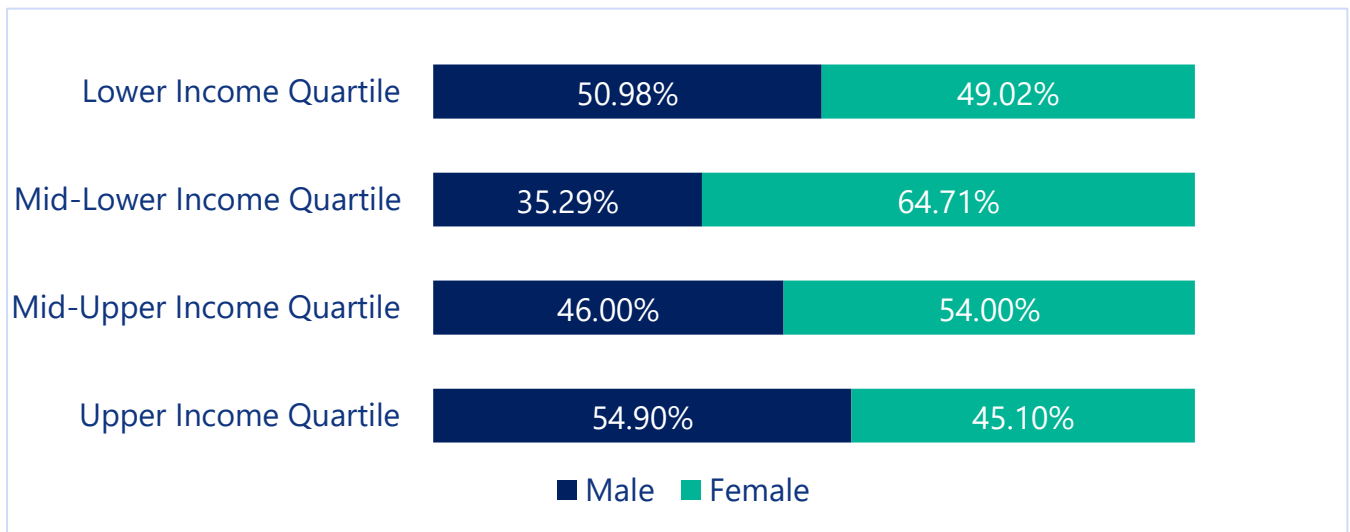
2. Gender pay gap figures for SEAI

The data here shows the overall gender pay and bonus gap based on hourly rates of pay for the year to 30th June 2023

| SEAI gender breakdown by proportion of employees | |
|---|--|
|  |  |
| Male 46.80% | Female 53.20% |

| | |
|--|---------------|
| Hourly pay | |
| The difference between the mean hourly pay of male employees and that of female employees. | 8.46% |
| The difference between the median hourly pay of male employees and that of female employees. | 11.56% |
| 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. | -2.20% |
| The difference between the median pay of male employees and that of female employees on temporary contracts. | -2.45% |
| 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 2023 is 8.46% (2022: 13.03%) in favour of male employees, representing a significant narrowing of the gap and a 35% shift downwards from the last GPG review in 2022.

This continues the trend towards closing the gap following previous gap reduction from the organisation's first GPG review in 2020 where mean GPG was 14.81% in favour of male employees.

SEAI has a median GPG figure of 11.56% for 2023, slightly increased from the last review in 2022 (11.19%). The main contributor to the mean GPG figure is the higher number of male employees at senior management, which then increases median male salary compared to the median female salary.

The organisation continues to be strongly committed to ensuring equal representation at all grades. Our 2023 data demonstrates that we have made good progress. Further initiatives are ongoing which will assist with increasing female representation at the Senior Management Team (SMT) level.

It is also worth noting that during the reporting period SEAI had a total of 21 employees move roles or be promoted; of these 43% were male and 57% were female. The impact this internal development is having on our GPG is a contributor in closing the pay gap.

Mean and median bonus gap

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

Quartiles

53.20% of employees in SEAI are female and 46.80% are male. When dividing all employees into quartiles, the ratio of female to male employees in 2023 is 49.02%: 50.98%. This represents a shift in the balance from 2022 when the ratio of female to male stood at 51.22% : 48.78%. When examining the mid-lower and mid-upper quartiles, the proportions of female employees increase to 64.71% and 54.00% respectively. At the upper quartile the proportion of female employees stands at 45.10%. The gap in the upper quartile between female and male narrowed in 2023.

Although there is still 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, the situation has improved from the 2022 base.

SEAI will continue to monitor and implement initiatives aimed at increasing female representation at senior management grades while also ensuring that there are consistent progression pathways for employees at all grades regardless of their gender.

Benefit-in-Kind gap

SEAI do not provide 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.

Employees on temporary contracts

There is a mean GPG of -2.20% 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 €1.02. The difference in the mean earnings amongst temporary contract staff is due to the increase in the recruitment of more females than males, including at mid- management levels in 2022 and 2023. All new staff recruited are classified as temporary with 5 year contracts, and the mix of male to female new recruits at mid to higher grades. The median GPG between male and female employees. on temporary contracts is -2.45%.

4. How SEAI plans 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 published an EDI Strategy Statement and Action Plan in January 2023. 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 improve the structures, culture, and workplace environment for employees of all experiences and perspectives.

The six goals of our EDI Strategy are 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 2021 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 re-accreditation at the silver level accreditation under Investors in Diversity in 2023.

The ICD has reported that 'excellent developments have been achieved in this Pillar with a raised status of the EDI Committee. This bodes well for future developments', in the 2023 Silver Review Report

SEAI intends to pursue gold accreditation from the Irish Centre for Diversity, in 2024 to recognise the ongoing organisational commitment to activities to advance our EDI activities and practices.

3. EDI principles

SEAI is committed to manifesting the value of inclusion and diversity amongst staff and services. SEAI has 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 has 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 for two consecutive years in advance of the requirement to do so under the Gender Pay Gap Information Act 2021.

SEAI recognises the importance of gender equality to society and believes 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 putting in place measures to address gaps identified through this reporting, 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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