



AN t-ÚDARÁS UM  
CHOSAINT  
IASCAIGH MHARA

SEA-FISHERIES  
PROTECTION  
AUTHORITY

# Gender Pay Gap Report

2024



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# 1. Introduction

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.

Organisations are also required to publish a written statement setting out the reasons for the differences in gender pay gap metrics and the measures (if any) being taken, or proposed to be taken, to eliminate or reduce such differences.

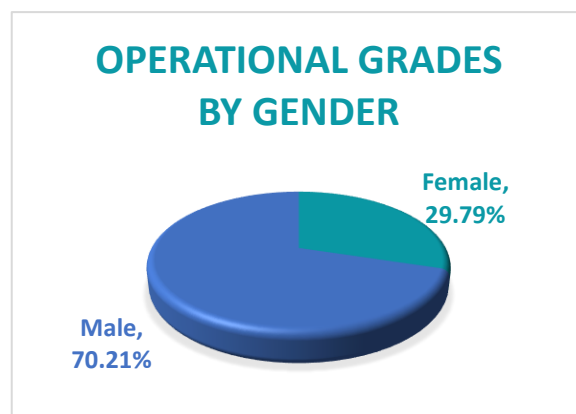
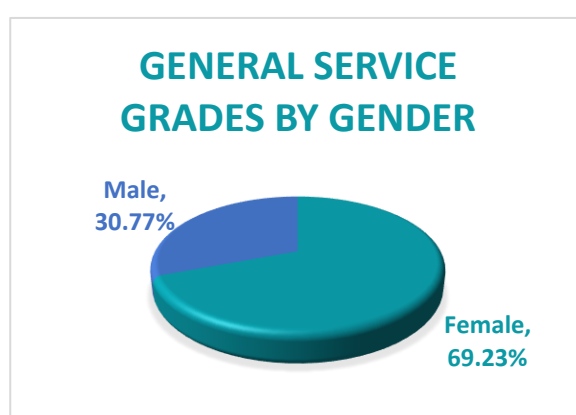
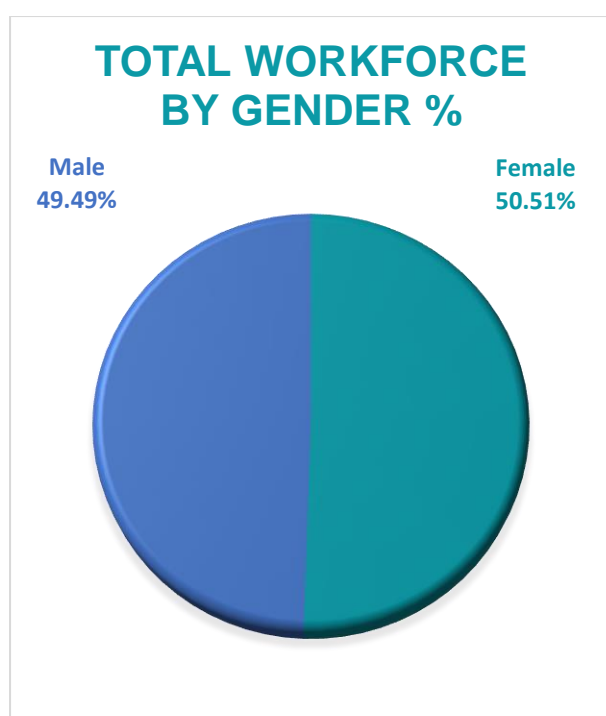
The Regulations require organisations with over 150 employees to report on their gender pay gap in 2024 by reference to their employees on a snapshot date in June 2024.

The Sea-Fisheries Protection Authority (“SFPA”) now comes within the remit of the Act. The SFPA’s snapshot date is 20 June 2024, and the associated reporting period is from 23 June 2023 to 20 June 2024.

## 2. Data

This report has been compiled from the data of persons employed in the Sea-Fisheries Protection Authority ("SFPA") for the period 23 June 2023 to 20 June 2024. The data comprises employee and payroll data, including data on employee gender, employment status, work patterns, basic pay, allowances, and overtime. The data has been validated and analysed, enabling the required calculations to be carried out.

The workforce data by gender included in the data analysis for the reporting period is shown below.



## 3. Findings

The mean gender pay gap for the SFPA indicates that, on average, men are paid 21.73% higher than women. Like all Public Service organisations, the SFPA has equal pay for men and women in the same grades. The difference in average pay results from more men than women occupying senior roles as well as more men than women occupying operational roles over the course of the reporting period.

The median gender pay gap indicates that, on average, men are paid 24.77% higher than women. The reason for the difference in median pay is consistent with that already set out above with more men than women occupying senior and operational roles over the course of the reporting period.

Consistent with the findings on average and median pay, the percentage of females in the lower and lower middle remuneration quartiles, exceeds the percentage of males whilst this trend is reversed in the upper middle and upper remuneration quartiles where the percentage of males is higher.

### 3.1. Gender Pay Gap Analysis

Gender Pay Gap Reporting Requirements	Percentage
1. Mean hourly gender pay gap (All Employees)	21.73%
2. Mean hourly gender pay gap (Part-Time)	36.66%
3. Mean hourly gender pay gap (Temporary)	70.67%
4. Median hourly gender pay gap (All Employees)	24.77%
5. Median hourly gender pay gap (Part-Time)	38.50%
6. Median hourly gender pay gap (Temporary)	68.28%
7. Mean Bonus gender pay gap	n/a
8. Median Bonus gender pay gap	n/a
9. Percentage of employees in receipt of a bonus	n/a
10. Percentage of male employees in receipt of benefit in kind	1.02%
11. Percentage of female employees in receipt of benefit in kind	2.00%
12. Percentage of employees in lower remuneration quartile	26.00% (M)
	74.00% (F)
13. Percentage of employees in lower middle remuneration quartile	34.69% (M)
	65.31% (F)
14. Percentage of employees in upper middle remuneration quartile	63.27% (M)
	36.73% (F)
15. Percentage of employees in upper remuneration quartile	74.00% (M)
	26.00% (F)

## 4. Measures to reduce or eliminate differences

The SFPA is committed to reducing its gender pay gap and promoting Diversity, Equality and Inclusion throughout our practices and processes. We recognise that attracting and retaining female talent is crucially important to becoming a more successful organisation. The organisation has taken a number of steps in recent years to improve the representation of women in operational, and technical grades and in senior management.

In 2024, the SFPA launched its core Values, including the value 'Inclusivity', highlighting our commitment to a diverse workplace where everyone is treated with dignity and respect. Our core values act as guiding principles to help us promote a positive employee experience.

In 2021, the SFPA launched a Diversity, Equality, and Inclusion Policy to reaffirm its commitment to equal access to opportunities for staff in all areas of employment practice including recruitment and selection, training and development, progression, payment, and employment conditions. Diversity, Equality, and Inclusion training was developed and rolled out in 2023 to underpin the SFPA Diversity, Equality, and Inclusion Policy and to raise awareness of this important topic.

The SFPA's People Strategy includes specific actions in the areas of sourcing talent and policy development to address the issues identified in this report.

The SFPA's HR unit oversees recruitment competitions. The SFPA is an equal opportunities employer. All interview boards are gender balanced and all board members receive training on unconscious bias. Job descriptions and advertisements are carefully drafted to ensure all entry requirements are necessary and do not exclude any gender. Selection decisions are based purely on merit and support diversity, equality, and inclusion.

Work is underway to implement further enhancements to the organisations recruitment processes to promote inclusivity. Role profiles highlighting female colleagues particularly in technical, operational, and senior management roles are currently being developed. These interviews will be used to promote career opportunities for women in the SFPA. Colleagues will share their experiences working with the SFPA, and the opportunities for progression.

The SFPA has attended a programme of third level college events to promote the work of the SFPA and raise awareness of the opportunities available, in particular to female third level students. A careers fair at a female secondary school which has been attended in recent years is an example of how we are providing information to female secondary level students regarding relevant areas of study, possible career paths and promoting careers in the SFPA.

The Work Life Balance and Miscellaneous Provisions Act 2023 aimed to increase the participation of women in the labour market and the shared take-up of family-related leave and flexible working. The SFPA has implemented this legislation and rolled out family-friendly policies based on best practice. A Blended Working policy was rolled out in 2022 to provide the opportunity to request a hybrid remote working arrangement. Hybrid and flexible working improve career options for working mothers throughout their career and in particular on return from maternity leave. The implementation of flexible working solutions increases participation in the workforce among women, and those with caring responsibilities, while continuing to deliver on the organisation's strategic objectives.

A Work Life Balance Policy will be developed in 2025 to consolidate the SFPA's flexible working, remote and blended working policies in line with the Code of Practice. These policies are highlighted in our recruitment advertising.



The SFPA is committed to the promotion of Women's Health. We aim to normalise discussions around menopause and raising awareness about its potential impact, so that we can ensure that those impacted have the necessary support and resources needed to manage this important transition in their lives. A Menopause in the Workplace Policy was developed in 2024, which provides a framework and guidance for employees, managers, and HR in relation to supports available. Menopause Awareness training for employees was completed to raise awareness of the potential impact of the menopause on those at work.