



**Iascach Intíre Éireann  
Inland Fisheries Ireland**

# **Gender Pay Gap Report 2023**

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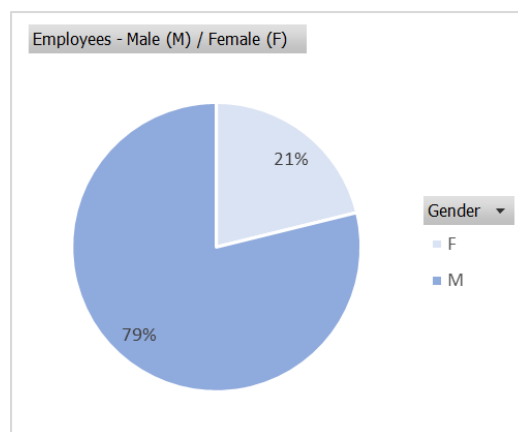
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## Executive Summary

Inland Fisheries Ireland, the state agency responsible for the protection, management and conservation of freshwater fish and their habitats, is pleased to publish our gender pay gap report for 2023. The data was taken from the 'snapshot' date of June 30th, 2023. The gender pay gap is an analysis of the difference between what men and women earn in the workplace, and as an organisation with more than 250 employees, Inland Fisheries Ireland is required by law to publish our gender pay gap figures on our website, which is [www.FisheriesIreland.ie](http://www.FisheriesIreland.ie).

Gender balance within Inland Fisheries Ireland's overall workforce, across roles and output, continues to be a high priority for the organisation. Inland Fisheries Ireland is committed to being a fair, flexible and inclusive employer that truly reflects the diversity of Ireland today.

As the chart below shows, the employee representation in Inland Fisheries Ireland is 79% male and 21% female, inclusive of permanent, full-time, part-time and temporary staff.



As outlined in the figures provided within this report, Inland Fisheries Ireland's mean gender pay gap stands at **-15.1%**, which means that female employees, on average, earn a 15.1% higher hourly rate than male employees.

The normal working week of 37 hours for support services employees in IFI reverted to 35 hours per week effective 1 July 2022 following a restoration phase of the Building Momentum public service agreement. Given that the majority of female employees in IFI are employed in support services roles, this reduction in weekly working hours has had a net impact on the gender pay gap figures detailed throughout this report.

## **Workforce Profile**

The principle functions of Inland Fisheries Ireland are set out in the Inland Fisheries Act of 2010. The organisation's employees are engaged in the protection, management and conservation of Ireland's inland fisheries and sea angling resources.

Within Inland Fisheries Ireland, 67.5% of employees are engaged in field operational work. Of these, 92.5% are male and 7.5% are female. Employees engaged in operational field work are employed on 39 hour-per-week contracts. However, employees in administrative support roles, and the majority of research roles, are on 35 hour-per-week contracts. In addition, the majority of new entrants into the administrative support grades receive a higher starting salary than their operational colleagues.

## **Equal Pay**

As a state agency, Inland Fisheries Ireland operates within the public sector job / salary grade structure and there are currently 19 grades. Employees are placed on the salary scale applicable to their role within a grade, in line with the relevant circulars from the Department of Public Expenditure and Reform. This is the same for both male and female colleagues.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work, rather it reports a gender representation gap. Inland Fisheries Ireland does not have an equal pay gap. Gender has no impact on pay, where women and men are employed in the same roles in Inland Fisheries Ireland.

## About Us

Inland Fisheries Ireland is a statutory body, operating under the aegis of the Department of the Environment, Climate and Communications (DECC) and was established under the Fisheries Act on 1st July 2010.

Its principal function is the protection and conservation of the inland fisheries resource. Inland Fisheries Ireland promotes supports, facilitates and advises the Minister on the conservation, protection, management, development and improvement of inland fisheries, including sea angling. Inland Fisheries Ireland also develops policy and national strategies relating to inland fisheries and sea angling and advises the Minister on same.

The organisation's head office and eastern regional office is located in Dublin (Citywest), with regional offices also located in Ballyshannon (Donegal), Ballina (Mayo), Galway, Limerick, Macroom (Cork) and Clonmel (Tipperary).

The organisation comprises of many people performing many different roles, all focused on one mission: to protect Ireland's fisheries and sea angling resources for the benefit of future generations. Inland Fisheries Ireland employees come from a wide range of backgrounds, with a diverse set of skills, qualifications and experience.

Grades in the organisation include:

<b>Field Operations</b>	<b>Research</b>	<b>Administrative Support</b>
General Operative	Fisheries Assistant	Administrative Assistant
Fisheries Officer	Technician	Executive Officer
Assistant Inspector	Senior Technician	Higher Executive Officer
Inspector	Research Officer	Assistant Principal Officer
Manager of Fish Farm	Senior Research Officer	Assistant Principal Officer (Higher)
Environmental Officer		Principal Officer
Senior Environmental Officer		Assistant Secretary (CEO)

At Inland Fisheries Ireland, our people are our strength, and our employees work in a dynamic and progressive environment promoting our vision, mission and values.

## Our Vision

Our vision is to position Ireland's inland fisheries and sea angling resources as sustainably as possible, for the benefit of future generations.

## Our Mission

Our mission is to protect, manage and conserve Ireland's inland fisheries and sea angling resources, maximising their sustainability and natural biodiversity.

## Our Values

- We work collaboratively with professionalism
- We are open, transparent and accountable
- We act with respect and integrity
- We stay committed to stewardship and sustainability



# Gender Pay Gap Reporting Requirements

## What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women.

## Why must an organisation report?

The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 requires organisations to report on their hourly gender pay gap across a range of metrics.

The relevant legislation can be found at the below link:

[The Employment Equality Act 1998 \(Section 20A\) \(Gender Pay Gap Information\) Regulations 2022](#)

## Who must report?

Organisations with over 250 employees must report on their gender pay data. 2022 was the first year where reporting was mandatory for organisations with over 250 employees. Prior to 2022, gender pay gap reporting was voluntary.

## What are the reference dates?

Organisations must pick a reference or a 'snapshot' date in the month of June 2023 and reporting is based on the employees employed at that date, with the data taken from the previous 12 months.

The 'snapshot' date for Inland Fisheries Ireland is June 30th, 2023. Therefore, the data gathered and analysed is for the period covering July 1st, 2022 to June 30<sup>th</sup> 2023.

## Where must the report be published?

Once the date in June 2023 is selected, the report must be published within 6 months of that date. Therefore, Inland Fisheries Ireland's reporting deadline for the 2023 report is December 30<sup>th</sup> 2023.

The information must be published on the employer's website ([www.FisheriesIreland.ie](http://www.FisheriesIreland.ie)) and it should be accessible to all its employees and to the public.

## The Reporting Information

### The Mean and the Median

The mean is the average point for all female and male employees and the median is the midpoint.

### All Employees – Gender Pay Gap

All Employees – Gender Pay Gap	
Hourly Remuneration	Gap
Mean	-15.1%*
Median	-20.8%*

\*Where the result is shown as a plus number, the male rate is higher. Results shown as a minus number, indicate that the female rate is higher.

### Part-Time Employees – Gender Pay Gap

Part-Time Employees – Gender Pay Gap	
Hourly Remuneration	Gap
Mean	-17.5%*
Median	-15.5%*

\*Where the result is shown as a plus number, the male rate is higher. Results shown as a minus number, indicate that the female rate is higher.

### Temporary Employees – Gender Pay Gap

Temporary Employees – Gender Pay Gap	
Hourly Remuneration	Gap
Mean	-12.2%
Median	1.8%

\*Where the result is shown as a plus number, the male rate is higher. Results shown as a minus number, indicate that the female rate is higher.



## Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. The proportion of men and women in each quartile gives an indication of the gender representation at different levels in the organisation.

Quartiles		
Quartiles	Female	Male
Upper	27%	73%
Upper Middle	34%	66%
Lower Middle	12%	88%
Lower	12%	88%

Within Inland Fisheries Ireland, female colleagues represent 21% of the overall population of the organisation. The table above indicates that female colleagues have a larger representation in the 'Upper' and 'Upper Middle' quartiles, than in IFI overall. Inland Fisheries Ireland notes that female colleagues are primarily employed in administrative support roles, which in the main, are paid at a higher hourly rate of pay than field operations roles.

## Bonus Payments and the Gender Pay Gap

Bonus payments do not feature as part of pay in the public sector and Inland Fisheries Ireland is a state agency. Therefore, the Mean and Median Bonus Gender Pay Gap is marked as not applicable as per the table below.

All Employees – Gender Pay Gap	
Bonus Remuneration	Gap
Mean	n/a
Median	n/a

## Benefit in Kind and the Gender Pay Gap

The percentage of females and males receiving Benefit in Kind (BIK) in Inland Fisheries Ireland is equal. In Inland Fisheries Ireland, employees receive BIK in relation to an assigned work vehicle. There is a much higher percentage of males than females in operations, so the below is reflective of this, in that assigned work vehicles would be for operational roles.

Percentage of Employees Receiving Benefit In Kind	
Males	Females
8%	3%

## Looking to the Future

Our organisation is making progress in achieving a better gender balance at senior career levels. Out of the six members of the Senior Management Team, two are female. However, female colleagues are significantly underrepresented in the field operational and research grades.

Inland Fisheries Ireland is in the process of developing its five year HR strategy which takes direction from our [Corporate Plan 2021- 2025](#). A key focus of this strategy will be to develop female talent across the field operational / research roles and mid management levels.

Inland Fisheries Ireland will continue to report on our gender pay data and implement initiatives accordingly. This will enable us to make real progress in closing the gaps that have been identified within field operational and research grades.

## **Our Commitment to Equal Opportunities and Diversity**

We remain committed to promoting a diverse working environment, where the contributions of all our employees are valued; an environment where our employees are treated with dignity and respect, encouraged to realise their full potential and enabled to contribute to Inland Fisheries Ireland's business objectives.

Inland Fisheries Ireland is committed to ensuring equality in all aspects of our organisation, now and into the future. To this end, since November 2022 we have a person appointed with a remit in relation to Diversity, Equality and Inclusion.

## Contact

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