



**Iascach Intíre Éireann
Inland Fisheries Ireland**

Gender Pay Gap Report 2024

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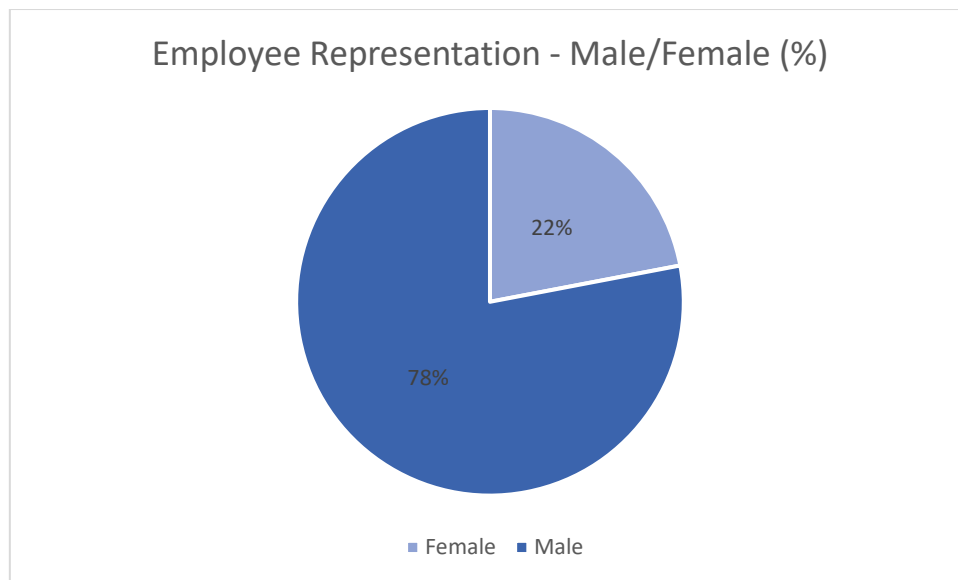
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Executive Summary

Inland Fisheries Ireland, the state agency responsible for the protection, management and conservation of freshwater fish and their habitats, is pleased to publish its gender pay gap report for 2024. The data was taken from the 'snapshot date' of June 30th, 2024. The gender pay gap refers to the difference between the average gross hourly rate of pay of men and women employed by an organization, regardless of their level of seniority within that organization. As an organization with more than 150 employees, Inland Fisheries Ireland is required by law to calculate the average hourly rate of a female employee as a percentage of the average hourly rate of a male employee and analyze to determine its gender pay gap, if any. Inland Fisheries Ireland must then publish its gender pay gap figures on its website, which is www.FisheriesIreland.ie.

Gender balance within Inland Fisheries Ireland's overall workforce, across roles and output, continues to be a high priority for the organization. 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 78% male and 22% 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 **-18.4%**, which means that female employees, on average, earn a 18.4% higher hourly rate than male employees.

Workforce Profile

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

Within Inland Fisheries Ireland, 65% of employees are engaged in field operational work. Of these, 60% are male and 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 22 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 Inland 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 organization'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 organization 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.

In 2024, Inland Fisheries Ireland was asked to take on the role of managing a newly established National Barrier Mitigation Programme, 2024 - 2027 (NBMP) and as such, this resulted in a new division being established within Inland Fisheries Ireland with funding from the Department of Housing, Local Government and Heritage and Department of the Environment, Climate and Communications. The establishment of this new division resulted in three new Engineering grades becoming operational within the organization.

Grades in the organization include:

Field Operations	Research	Engineering	Administrative Support
General Operative	Fisheries Assistant	Engineer (Grade 1)	Administrative Assistant
Fisheries Officer	Technician	Engineer (Grade 2)	Executive Officer
Assistant Inspector	Senior Technician	Engineer (Grade 3)	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, maximizing 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 refers to the difference between the average gross hourly rate of pay of men and women employed by an organization, regardless of their level of seniority within that organization.

Why must an organization report?

The Gender Pay Gap Information Act 2021 came into effect on 31st May 2022 and amended the Employment Equality Act 1998 to require certain employers to report and publish information relating to the pay of their employees by reference to their gender, to determine if any gender pay gap exists.

The relevant legislation can be found at the below link:

[Gender Pay Gap Information Act 2021](#)

Who must report?

The Act applies to employers in both the public sector and private sector, who employ not less than the minimum number of employees on the relevant date. Gender pay gap reporting was introduced on a phased basis, commencing in 2022 for those employers who employed 250 or more employees. For 2024, the reporting obligations apply to employers who employed 150 or more employees on the relevant date.

What is the relevant date?

The relevant date is a date in the month of June each year, that is selected by the employer for the purpose of its gender pay gap reporting obligations. The relevant date is more commonly referred to as the 'snapshot date'.

The 'snapshot' date for Inland Fisheries Ireland is June 30th, 2024.

What is the reporting period?

The reporting period is the 12-month period ending on the 'snapshot date'.

The reporting period for Inland Fisheries Ireland is from July 01st 2023, until June 30th 2024.

Where must the report be published?

Once the date in June 2024 is selected, the report must be published within 6 months of that date. Inland Fisheries Ireland's reporting deadline for the 2024 report is December 30th 2024.

The information must be published on the employer's website (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	-18.4%*
Median	-20.4%*

*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	-17.4%*
Median	-17.1%*

*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	-27.2%*
Median	5.5%*

*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.

Inland Fisheries Ireland’s mean gender pay gap for temporary employees stands at -27.2.% which is a significant variance when compared to the -12.2% mean gender pay gap reported for temporary employees in 2023. As previously mentioned, 2024 saw the establishment of the new Barriers Mitigation Division within Inland Fisheries Ireland, with the first vacancy being filled in April 2024, which falls within the reporting period. All roles within this new division are offered on a specified purpose contract basis and as such, the employees within this division are classified as temporary employees with respect to the gender pay gap reporting requirements.

Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organization 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 organization.

Quartiles		
Quartiles	Female	Male
Upper	31.3%	68.8%
Upper Middle	29.2%	70.8%
Middle	10.6%	89.4%
Lower	16.8%	83.2%

Within Inland Fisheries Ireland, female colleagues represent 22% of the overall population of the organization. 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

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	
Percentage of Male Employees who received a BIK	Percentage of Female Employees who received a BIK
7%	1.1%

Looking to the Future

Inland Fisheries Ireland 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. Additionally, analysis of the next level of upper management within the operational and research grades reveal 50:50 male / female representation. It is noted, however, that female colleagues continue to be significantly underrepresented in the field operational and research grades.

Inland Fisheries Ireland is in the process of developing its Corporate Plan for the next four years, which will give direction to the HR Strategy, to be developed in 2025. A full review of Inland Fisheries Ireland's policies and procedures has been scheduled for 2025, to ensure that best practice is adhered to, especially with regards to attracting and retaining diverse talent.

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

Our Commitment to Equal Opportunities and Diversity

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

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