

Gender Pay
Gap Report
2023



Organising
for Fairness at
work and Justice
in Society



SIPTU General
Secretary
Joe Cunningham

SIPTU, the Services, Industrial, Professional and Technical Union, is Ireland's largest trade union. We represent over 180,000 workers from virtually every category of employment across almost every sector of the Irish economy. SIPTU provides the expertise, experience and back-up services necessary to assist workers in their dealings with employers, government and industrial relations institutions.

We are supporters of the domestic gender pay gap disclosure legislation which we campaigned for over many years. SIPTU also is a supporter of EU Directive 2023/970 to strengthen the application of the principle of equal pay for work of equal value between men and women through pay transparency and enforcement mechanisms. We intend to campaign to ensure a strong transposition of the Directive in Ireland. We see a constructive role for trade unions in negotiating and agreeing remedial action plans with employers, some of whom have collaborated productively with us on this issue in the period since the first gender pay gap reports were published.

We are an employer in our own right - and we too, in this document, are reporting on our own gender pay gap for the second year. We noted last year that there has been steady transformation over several decades in the roles of men and women in our movement, with the number of women with roles as union organisers rising considerably over time. We wish to resemble the broader society that we serve, and in terms of gender representation amongst SIPTU officials, we are close to achieving that.

SIPTU has a gender pay gap today. While recognising that progress is unlikely to be steady every year, we are pleased to see that our hourly remuneration gap has reduced, by 1.4% on a mean basis and by 3% on a median basis, since the first measurement in 2022. At the same time, the representation of women in the highest paid quarter of our organisation has risen by 2%. The gap that we have does not arise from unequal pay in particular roles: the wage bands and increments that are set for our roles apply equally to men and women. Rather our gender pay gap arises from different representation of men and women within different roles in SIPTU. We continue to address this.

I am enthusiastic about the work that our union is doing on pay equity in wider society. I am also enthusiastic about the work that we are doing to reduce our own gender pay gap and to improve the opportunities for women to progress to senior levels in our own organisation. Along with our gender pay gap metrics, we will set out in this report what we are doing to achieve this.

Joe Cunningham
SIPTU General Secretary
December 2023

Our gender pay gap metrics

Our snapshot date was 30 June 2023, so we measured our gender pay gap over the period 1 July 2022 - 30 June 2023. The calculations covered our 267 employees at the snapshot date, of whom 145 were women and 122 were men. We do not include separate figures for temporary workers (as we do not have any) or part-time workers (all of whom are women and working part-time by choice with the option to revert to full-time).

It is important to note that the Irish legislative requirements are binary with regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, at SIPTU, we recognise and support all gender identities.

SIPTU 2023 - All employees

Hourly Remuneration	
Mean	Median
12.2%	10%
Voucher Recipients	
M%	F%
85.2%	93.8%
Voucher Gap	
Mean	Median
11.5%	33.3%
Lower Quartile	
M%	F%
46.3%	53.7%
Lower Middle Quartile	
M%	F%
13.4%	86.6%
Upper Middle Quartile	
M%	F%
55.2%	44.8%
Upper Quartile	
M%	F%
68.2%	31.8%
Benefits in Kind	
M%	F%
82%	36.6%

The figures explained

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis.

Voucher Recipients sets out the proportion of men and of women who received a voucher. The legislation, regulations and government guidance refers to bonuses and state that vouchers should be regarded as such. SIPTU does not pay bonuses as commonly understood and does not regard the vouchers it awards as bonuses; however the figures given here for voucher recipients and the voucher gap are intended to satisfy the legal disclosure requirement relating to bonuses.

Voucher Gap refers to the gap between men and women on the value of all vouchers taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

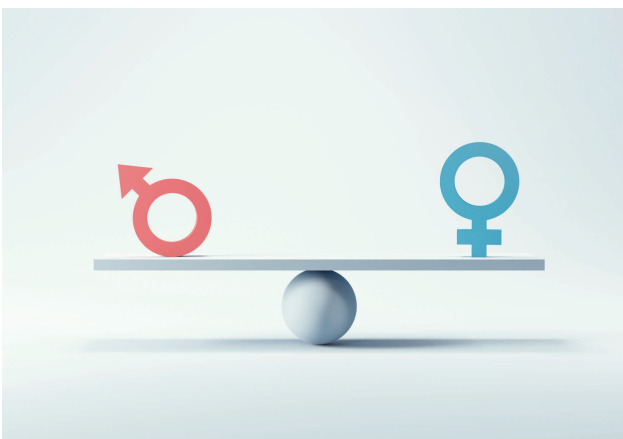
Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value. In SIPTU's case, since pensions are not technically a benefit in kind, this primarily concerns car insurance, which is received by a number of colleagues whose roles with the union require considerable amounts of travel.

The Reason Why We have a Gender Pay Gap at SIPTU

In this second year reporting our Gender Pay Gap, we are pleased to see improvement under most metrics. While there is still progress to be made, we have seen the continuation of a longer term trend towards more even gender balance within our union's upper levels. We acknowledge that there is still work to be done: it remains the case, for example, that more union organisers are men than women. This, combined with the fact that women predominate in our administration grades, is what gives us a gender pay gap.

Vouchers are awarded fairly at SIPTU according to role. SIPTU does not provide vouchers as a performance bonus, though the gender pay gap regulations require them to be treated as such for the purposes of this report. Most of our people received a voucher this year. It is important to note, the reason that our voucher gap favours men is because a higher proportion of men than women are required to use their private vehicle at their own expense for work-related transport. People with this requirement receive a higher voucher award than others.

Similarly, the difference in benefit in kind is primarily driven by the travel requirements of certain roles within SIPTU - the main benefit in kind provided at SIPTU is car insurance.



The Arise Programme

In late 2022, SIPTU launched the ARISE Women's Leadership Development Programme. ARISE recognises that the trade union movement in Ireland, like trade unions in other countries, has been for a long time and still is male dominated. ARISE provides women at all levels in the organisation with an opportunity to discuss the challenges and barriers they face as women in an environment that is outcomes-focused and with the support of other women.

Arise Strand I - Women Staff

15 women staff members completed the ARISE Women's Development Programme in 2023. A structured Mentoring Programme with training for both Mentor and Mentee was put in place for participants. Participants discussed and reviewed our organisational culture and the role it may play in enabling or curtailing women's ability to reach their full potential within the Union. This process was facilitated by an expert organisational psychologist.

The output included a formal report delivered to the General Secretary and to members of the Union's General Policy and Organisational Development Sub-Committee of the National Executive Council.

A further 19 women staff members commenced the Arise Programme in 2023.

ARISE Strand II - Women Activists

We commenced Arise Strand II for women activists of our union in May 2023. This strand of the programme provides leadership development training to experienced union activists. Arise for Advanced Activists was heavily over-subscribed. The first tranche of 19 participants commenced in May 2023 and is drawn primarily from our National Executive Council, National Equality Committee, Divisional Committees and Sector Committees. We have been pleased to welcome a wide range of Role Models, from within and from outside the trade union movement, who have given of their time and their support for Arise participants.



Photo above: Arise Strand I participants (staff) at a Role Model Session with Director of the National Women's Council Orla O'Connor (fourth from right).



Photo right: Arise Strand I participants (staff) at a Role Model Session with Mary Lou McDonald, Leader of Sinn Féin and Leader of the Opposition in Dáil Éireann, (pictured seventh from left).



Photo left, Arise Strand II Leadership Development programme participants on their first residential weekend in April 2023, with SIPTU Honorary President Mary O'Sullivan (front row, third from left) and SIPTU Deputy General Secretary Ethel Buckley (back row, third from right).



Photo left: Arise Strand I participants (staff) at a Role Model Session with Patricia King, former SIPTU Vice President and ICTU General Secretary (seventh from right).



Photo right: Arise Strand I participants (staff) visited Leinster House where they met with the Leader of the Labour Party, Ivana Bacik for a Role Model Session.

Perception, Mentoring and Internship

We understand that certain roles within SIPTU, such as that of union organiser, may be perceived as more appealing to men than to women due to factors such as travel requirements and time away from home. Some of this perception is attributable to unequal sharing of caregiving and domestic responsibilities within wider society. Equally, however, we think that the amount of travel and time away from home may at times be overestimated, resulting in people ruling themselves out of positions that might in fact suit them well. We do intend to broaden understanding of the requirements that roles such as that of union organiser involve in practice.

Following on from the Mentoring Programme piloted under Arise, we intend to extend mentoring more widely through the organisation. The mentoring programme will have as one of its aims the extension of an equitable environment for all of our people.

Our internship programme remains open to applications. The programme gives SIPTU administrators, most of whom are women, the training and guidance required to enable a switch to an organiser position.

SIPTU Gender Equality Working Group

Women's activist, career and leadership journeys in SIPTU often follow a different trajectory to men's. This is due to many internal and external factors, not least the fact that many women find themselves balancing caring and career in different ways to men. The SIPTU Gender Equality Working Group discusses strategies to improve gender equality outcomes for SIPTU staff. The group is chaired by our General Secretary.

Equitable Hiring Practice

We continue to take care that our job advertisements should be phrased in a gender-neutral manner and that gender bias training has been provided to those on our interview boards. We try, consistently with fair treatment of all applicants, to look for balance in the gender of our interviewees. While it remains the case that for union official roles we tend to see more male applicants than female, there are significant signs of progress. 40% of those who successfully applied for

placement on the most recent panel for Assistant Industrial Organisers were women. This is a higher proportion than would historically have been the norm.

Supporting Our Employees

Just as we look for best practice for our union members in terms of employer support, we aim to apply best practice ourselves. Our own internal collective bargaining process has a key role to play in ensuring this.

Our policies on menopause in the workplace and on domestic violence and coercive control are close to final agreement with our staff representatives. Support will go beyond the minimum levels required by statute. For example, in cases of domestic violence we will allow for 10 paid days leave rather than the legally required 5, and we will provide help in sourcing emergency accommodation.

We have also recently refreshed our Term Time policy. Term time, which gives our people the ability to take periods of school holiday off work, with the reduction in pay evened out over the course of the year, is a popular option in SIPTU, with typically over 10% of our people using it each year.

Our Wider Campaign for Gender Equality

SIPTU continues to campaign for gender equality in wider society and for our members. We campaigned for gender pay gap legislation in Ireland. We also campaigned for a referendum altering section 41.2 of the Irish Constitution, which emphasises a preference that the unpaid care work undertaken by women in the home and family should be prioritised over paid employment.

We believe that our union organisers can play a positive role in the movement towards gender equality by making equality pay bargaining a core part of the collective bargaining agenda. Training has been provided to SIPTU officials and organisers with this objective in mind. Copies of the 'Gender Pay Gap Reporting: Guidance for Unions on Closing the Gender Pay Gap and Bringing the Issue into Collective Bargaining' publication, written by Dr Jane Pillinger and published by the IHREC, have been given to members of our Strategic Management Team and to our Sector Organisers.



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