

Family Carers Ireland Gender Pay Gap Report 2022

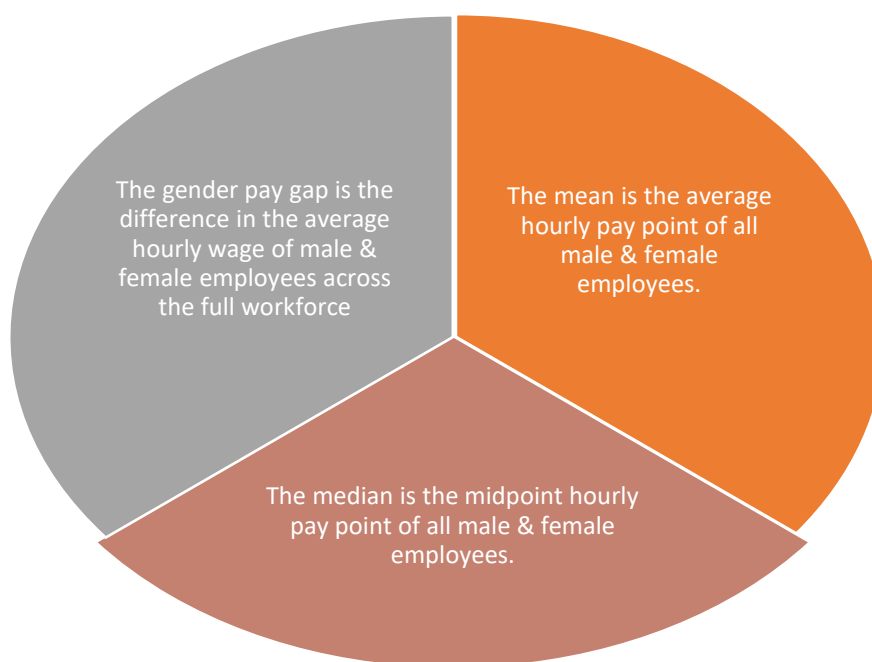
Summary

Gender pay gap reporting became a legal requirement for organisations with greater than 250 employees in Ireland in 2022. The **gender pay gap** refers to the difference between what is earned on **average** by **women** and **men** based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern.

A gender pay gap doesn't indicate or identify discrimination or bias. It typically indicates that men and women are not equally represented at the different levels of an organisation and/or that men and women have different working patterns (e.g. anti-social hours) within the organisation.

The *Gender Pay Gap Information Act 2021* requires organisations to report on their hourly gender pay gap across a range of metrics including basic pay, allowances, overtime and performance related bonuses where applicable.

Key Metrics Explained



The implementation of this annual reporting model will be used by Family Carers Ireland to help monitor gender representation and diversity across the organisation.

Family Carers Ireland 2022 Gender Pay Gap Report
The mean gender pay gap at 30th June 2022 is 8.31%.
The median gender pay gap at 30th June 2022 is 7.3%.

Full details on the data used to determine the mean and median gender pay gaps for Family Carers Ireland for 2022 are available in Appendix 1.

Explanation: Key Factors relevant to Family Carers Ireland that usually result in a Gender Pay Gap

An organisation can have a large gender pay gap in a sector where there are unequal numbers of males and females available to work. Typically, more females than males work in caring roles and therefore the pool of candidates Family Carers Ireland has to choose from, particularly our Home Care Worker roles, is not gender balanced. The profile of our workforce is typical of the sector and can skew the results of gender pay gap analysis.

The root of the gender imbalance in this sector lies in the traditional gender roles in society and the different educational and career choices supported and made. For example, family, care and domestic responsibilities are not equally shared and more often held by women. Subsequently, women's ability to participate in the paid labour market – particularly at anti-social hours – is constrained.

High levels of females also participate in part-time roles, which is often a choice guided by family and care-related responsibilities. The high level of females working in lower paid roles in Family Carers Ireland has resulted in a higher gender pay gap than expected.

We have a higher proportion (though still a minority) of males working in office-based roles compared to those working in Home Care Worker roles. These office-based roles tend to be higher paid which also impacts the gender pay gap. In Family Carers Ireland, starting salaries and pay rates are standard and linked to role. We don't process performance related bonus payments or pay benefit-in-kind.

Addressing the Gender Pay Gap

The causes of a gender pay gap are many and can't be attributed to any one organisation, role or sector. The impact of the cost of full-time child care, unequal division of caring roles in the home and an imbalance in education and career options are difficult to manage and therefore solutions for each organisation must come from that organisation.

Some initiatives that Family Carers Ireland will aim to implement in 2023 in an effort to reduce the gender pay gap next year include:

- **Recruitment**
 - *Work with external partners to determine ways of attracting more males to caring roles.*
 - *Where possible, seek a gender balance in shortlists for office-based roles.*
- **Retention**
 - *Promote flexible working options consistent with quality service to family carers to all Family Carers Ireland staff.*
- **Collaboration**
 - *Gain insights from all Family Carers Ireland employees through an employee survey which will seek specific feedback on equal access opportunities for applicants and development opportunities for promotion and succession.*
- **Policies and Procedures**
 - *We will continue to review our existing HR policies and ensure they continue to promote diversity and inclusion. It is important that our policies are comprehensive and reflected in daily practice.*

APPENDIX 1

The table below sets out the hourly gender pay gap across a range of metrics as required by the *Gender Pay Gap Information Act 2021*.

The data outlined is related to all active Family Carers Ireland employees on the snapshot date of **30th June 2022** and is based on the twelve-month period immediately preceding that date.

Reporting Requirements	
Gender Pay Gap Requirements	Percentage
1) Mean hourly gender pay gap (All)	8.31%
2) Mean hourly gender pay gap (Part-time)	1.39%
3) Mean hourly gender pay gap (Temporary Contract)	N/A
4) Median hourly gender pay gap (All)	7.3%
5) Median hourly gender pay gap (Part-time)	3.3%
6) Median hourly gender pay gap (Temporary Contract)	N/A
7) Mean hourly bonus gender pay gap (All)	N/A
8) Median hourly bonus gender pay gap (All)	N/A
9) Percentage of employees per gender to receive a bonus	N/A
10) Percentage of employees per gender to receive benefit-in-kind	N/A
11) Percentage of employees within lower remuneration quartile	90.07% (F) 9.93% (M)
12) Percentage of employees within lower middle remuneration quartile	90.78% (F) 9.22% (M)
13) Percentage of employees within upper middle remuneration quartile	89.37% (F) 10.63% (M)
14) Percentage of employees within upper remuneration quartile	82.27% (F) 17.73% (M)

- The mean is the average point for all female and male employees and the median is the midpoint.
- Where the result is shown as a plus number, the male rate is higher. If results were shown as a minus figure, they would indicate that the female pay rate is higher.
- Where there is high number of the one gender employed, data can be skewed.

Notes

- To calculate the **mean gender pay gap**, we add together all the hourly pay rates that females received and divide that by the number of females employed by the organisation. We then repeated this calculation for males in the organisation. The difference is the **mean gender pay gap**.
- To calculate the **median gender pay gap**, we first rank all of our employees by their hourly pay. Then we compare what the person in the middle of the female pay range received with what the person in the middle of the male pay range received. The difference is the **median gender pay gap**.

1: For the twelve months up to 30th June 2022, the average pay for females in Family Carers Ireland was 8.31% less per hour than the average pay for males. The upper pay quartile in which more men are employed than the other three quartiles impacts the mean gender pay gap most significantly.

2: When we analyse the average pay for female part-time employees vs male part-time employees, the mean gender pay gap reduces significantly. The average pay for females working part-time was 1.39% less per hour than the average pay for males. This gender pay gap is quite low due to the significantly high employment rates of females across our part-time roles (specifically the Home Care Worker role) in Family Carers Ireland.

3: Family Carers Ireland didn't have any employees active on the snapshot date who were on temporary contracts

4: The median gender pay gap data indicates that the person in the middle of the female pay range received 7.3% less than the person in the middle of the male pay range. Family Carers Ireland employs significantly fewer males than females. Therefore, the gap between the lowest and highest paid male is quite narrow and the pay rate of person in the middle of the male range is higher. The majority of our female employees are employed in Home Care Worker roles where the pay rate is standard and therefore the median for females is closer to that standard rate.

5: The median gender pay gap data for part-time employees indicates that the person in the middle of the female pay range earned 3.3% less than the person in the middle of the male pay range. While the expectation would be that median pay gap for part-time employees would be more favourable towards females, the recruitment of males into part-time office-based roles during the period of review which would have placed them into the upper middle and upper pay quartiles skews the data.

6: Family Carers Ireland didn't have any employees active on the snapshot date who were on temporary contracts.

7, 8 & 9: Family Carers Ireland doesn't make bonus payments to employees.

10: Family Carers Ireland doesn't make benefits-in-kind payments to employees.

11 – 14: The high level of female participation in Family Carers Ireland is evident in each remuneration quartile. The overall ratio of female:male employees in the organisation is 7.68:1 While we have more males employed in Home Care Worker roles than office-based roles, the number of males that sit within the upper pay quartile is higher than each of the other three quartiles which impacts the overall gender pay gap.