

## Family Carers Ireland Gender Pay Gap Report 2023

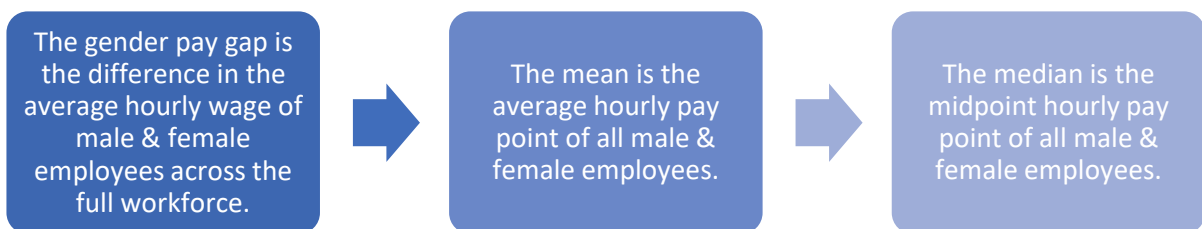
### Introduction

Gender pay gap reporting became a legal requirement for organisations with greater than 250 employees in Ireland in 2022. 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. This is Family Carers Ireland's second year reporting on our gender pay gap.

**Definition:** 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. Gender pay gap reporting is considered to be an initial step in organisations creating a more equitable workplace.

### Key Metrics Explained



A PWC report on gender pay gap reporting for 2022 identified retail, health, and charitable organisations as those with the lowest gender pay gaps. Across all the Irish organisations they reviewed as part of their analysis, the average mean gender pay gap was 12.6%. Family Carers Ireland's gender pay gap was 8.31% in 2022. The analysis from PWC also highlighted that retail, health, and charitable organisations were most likely to have a large proportion of women in higher paid roles. There is strong evidence of this in Family Carers Ireland.

The Wheel also completed a review of gender pay gap reports for 2022 and identified that nine out of the 30 organisations reviewed show a negative mean gender pay gap. This indicates that there are more females than males in higher paid roles in the Organisation. Where the overall mean and median gender pay gaps for part-time workers were negative, this indicated that more female part-time workers were operating at a more senior level than their male counterparts. Some of these Organisations had very few male part-time workers.

## Summary of Findings

The data analysed for this year's report is taken from the selected snapshot date on 30th June 2023. The reporting period is the 12-month period immediately preceding and including the snapshot date. The data used for this report relates to all employees who were employed by and received pay from Family Carers Ireland in the period 1st July 2022 to 30th June 2023.

Data for a total of **539** employees was analysed for the development of this report. These figures include **469 females** and **70 males**. When this information is broken down further, **119** of these employees were full-time employees (**98 female** and **21 male**), with **420** part-time employees employed (**377 female** and **43 male**) in the timeframe.

Family Carers Ireland 2022 Gender Pay Gap Report	Family Carers Ireland 2023 Gender Pay Gap Report
The <b>mean</b> gender pay gap on 30 <sup>th</sup> June 2022 is <b>8.31%</b> .	The <b>mean</b> gender pay gap on 30 <sup>th</sup> June 2023 is <b>7.74%</b> .
The <b>median</b> gender pay gap on 30 <sup>th</sup> June 2022 is <b>7.3%</b> .	The <b>median</b> gender pay gap on 30 <sup>th</sup> June 2023 is <b>11.34%</b> .

From 2022 to 2023, the **mean gender pay gap** for all employees in Family Carers Ireland reduced from **8.31%** to **7.74%** whereas the **median gender pay gap** increased from **7.3%** to **11.34%**.

Certain measures were introduced this year in the hope of reducing the gender pay gap. These included the introduction of flexible working policies and a concentrated effort in some areas to recruit more male Home Care Workers.

Where there is a difference between the mean and median pay gap, which is the case here, it may indicate that the data is impacted by the presence of very low earners (making the mean lower than the median). This is reflective of the situation in Family Carers Ireland where we have Home Care Workers who were active during the 12-month period but worked very few hours.

It's important to note that as the analysis is carried out on data from across a 12-month period, gender pay gaps may fluctuate monthly and across remuneration quartiles, depending on changes to employee headcount.

As per the gender pay gap reporting guidelines, payments made for travel and subsistence were not included. The pandemic special recognition payment was removed from the data analysis also as this didn't provide a true reflection of regular payments made.

## Data Analysis

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 relates to all active Family Carers Ireland employees for the 12-month period up to the snapshot date of **30th June 2023**.

Reporting Requirements		
Gender Pay Gap Requirements	Percentage - 2022	Percentage - 2023
1) Mean hourly gender pay gap (All)	8.31%	7.74%
2) Mean hourly gender pay gap (Part-time)	1.39%	-2.5%
3) Mean hourly gender pay gap (Temporary Contract)	N/A	N/A
4) Median hourly gender pay gap (All)	7.3%	11.34%
5) Median hourly gender pay gap (Part-time)	3.3%	8.63%
6) Median hourly gender pay gap (Temporary Contract)	N/A	N/A
7) Mean hourly bonus gender pay gap (All)	N/A	N/A
8) Median hourly bonus gender pay gap (All)	N/A	N/A
9) Percentage of employees per gender to receive a bonus	N/A	N/A
10) Percentage of employees per gender to receive benefit-in-kind	N/A	N/A
11) Percentage of employees within lower remuneration quartile	90.07% (F) 9.93% (M)	89.55% (F) 10.45% (M)
12) Percentage of employees within lower middle remuneration quartile	90.78% (F) 9.22% (M)	91.85% (F) 8.15% (M)
13) Percentage of employees within upper middle remuneration quartile	89.37% (F) 10.63% (M)	86.66% (F) 13.34% (M)
14) Percentage of employees within upper remuneration quartile	82.27% (F) 17.73% (M)	84.44% (F) 15.56% (M)

### Notes

- 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.
- Where results are shown as a minus figure, they indicate that the female pay rate is higher.
- Where there is high number of the one gender employed, data can be skewed.
- Calculating the difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender.
  - The difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender must be expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender and is to be determined as follows:
    - $(A-B) / A * 100$  where
      - A is the mean hourly remuneration of all relevant employees of the male gender; and
      - B is the mean hourly remuneration of all relevant employees of the female gender.
    - The difference is the **mean gender pay gap**.

- Calculating the difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender.
  - The difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender must be expressed as a percentage of the median hourly remuneration of relevant employees of the male gender and is to be determined as follows:
  - $(A-B)/A * 100$  where
    - A is the median hourly remuneration of all relevant employees of the male gender; and
    - B is the median hourly remuneration of all relevant employees of the female gender.
  - The difference is the **median gender pay gap**.

**1:** For the twelve months up to 30<sup>th</sup> June 2023, the average pay for females in Family Carers Ireland was 7.74% less per hour than the average pay for males.

Where a positive gender pay gap is reported, it doesn't mean that females are paid less than males for doing the same job, but it shows that, on average, males occupy higher paid roles than females. In Family Carers Ireland's case, the two upper remuneration quartiles show more men are employed than in the two lower remunerations quartiles and this can impact the mean gender pay gap most significantly.

There are significantly more females than males employed across all remuneration quartiles.

**2:** When we analyse the average pay for female part-time employees vs male part-time employees, the mean gender pay gap provides a negative result. This means that the average pay for females working part-time was 2.5% more per hour than the average pay for males. A negative gender pay gap can occur where there are 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 11.34% 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.

Most 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. However, average pay rates can be skewed due to different rates being paid (e.g., weekend or bank holiday rates) and fewer hours being worked by those employees.

**5:** The median gender pay gap data for part-time employees indicates that the person in the middle of the female pay range earned 8.63% 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 high level of females in the lower remuneration quartiles earning a

lower average hourly rate due to possibly working less hours but earning a higher average hourly rate skews the figures.

**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 females employed in Family Carers Ireland is evident in each remuneration quartile. The overall ratio of female:male employees in the organisation is 6.7:1 which is a decrease on last year's figure.

There has been a slight increase in the number of male employees within the two upper remuneration quartiles which impacts the overall gender pay gap.

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

It is challenging to identify the full breadth of reasons that contribute to the different gender pay gap results. However, some key factors for Family Carers Ireland's results are detailed below:

**Organisational Segregation:** some roles, such as caring roles, typically attract more females than males. In the health sector, many lower-paid roles are gendered e.g., women are over-represented in caring roles. Where a small number of higher-paid employees can affect the average gender pay gap figures, so too can a large number of lower-paid employees.

It is common that more females than males work in caring roles and therefore the pool of candidates Family Carers Ireland can 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.

**Working Patterns:** More females than males tend to work in part-time roles. Many women need to fit their working lives around their family obligations which can often stunt their ability to pursue further qualifications or career progression.

The root of the gender imbalance in the health and charitable 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. Quite often, these roles are lower paid frontline caring roles.

**Length of Service/ Years of Experience:** Where a negative gender pay gap exists, it is often the case that more senior roles within the Organisation are held by females, who have, on average, more service driving more salary increases.

**Senior Roles:** Given the high percentage of women in senior roles in Family Carers Ireland, a lower gender pay gap was expected. A negative result is not surprising for part-time workers for this

reason. Many organisations in the health and charitable sector have reported negative results for this reason.

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 implementation of this annual reporting model is a useful tool for Family Carers Ireland to monitor gender representation and diversity across the Organisation. This mechanism won't resolve all issues, but it will help to create a more equitable workplace.

To invoke real change, we need to commit to specific actions to address the gender pay gap for 2024.

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 childcare, 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 2024 to reduce the gender pay gap next year include:

- **Review of Recruitment Practices**
  - *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.*
  - *Where possible, use a diverse interview panel for interviews.*
  - *Roll out Diversity, Equality, and Inclusion training to all employees.*
  - *Review all job descriptions to ensure they are inclusive across a range of diversity criteria.*
  - *Continue to use transparent job advertisements which outline details of salary and benefits.*
- **Retention**
  - *Build on the progress made in 2023 through the introduction of additional flexible working options consistent with quality service to family carers to all Family Carers Ireland staff.*
  - *These include options for employees who require leave for medical care purposes, fertility treatment, experiencing loss due to miscarriage and experiencing challenging symptoms linked to menopause.*
- **Reward Strategy**
  - *Communicate Family Carers Ireland three-year reward strategy for 2024 – 2026. This will outline the transparency around pay and benefits for all employees.*
- **Collaboration**

- *Gain insights from all Family Carers Ireland employees through an employee engagement 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.*