

Family Carers Ireland Gender Pay Gap Report 2024

Introduction

Family Carers Ireland is pleased to publish our third Gender pay gap report. 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. The gender pay gap is often driven by the distribution of male and female employees across the different levels of the organisation.

Equal pay refers to the principle that men and women should receive equal pay for doing the same job or work of equal value and can't be discriminated against in terms of pay based on any of the nine grounds of discrimination including gender.

The presence of a gender pay gap doesn't indicate that an organisation isn't complying with equal pay principles, but it may suggest that there is a gender imbalance across different levels across an organisation. 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 a step towards helping organisations to create a more equitable workplace.

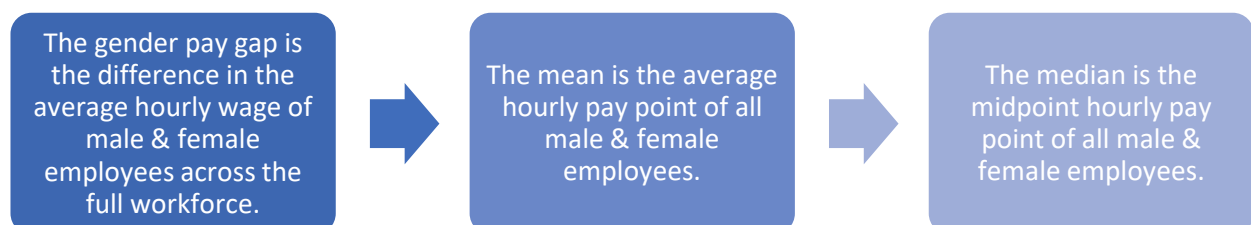
Gender pay gap reporting can often highlight important challenges that employers face:

- Why are not enough females in senior positions in organisations?
- Why are more women in lower paid roles?
- Why do caring responsibilities traditionally fall to women?

These challenges are important to bear in mind when reviewing the data outlined below relating to Family Carers Ireland.

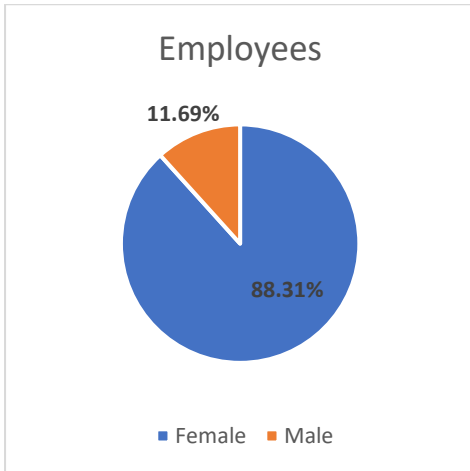
The *Gender Pay Gap Information Act 2021* requires organisations to report on their hourly gender pay gap across a range of metrics including basic pay, allowances, overtime, and performance related bonuses where applicable. As per the gender pay gap reporting guidelines, payments made for travel and subsistence have not been included. The specific reporting requirements are outlined in the appendix, and many are not relevant to Family Carers Ireland.

Key Metrics Explained



Summary of Family Carers Ireland's Data

The data analysed for this year's report is taken from the selected snapshot date on 30th June 2024. The reporting period is the 12-month period immediately preceding and including the snapshot date.



Data for a total of **428** employees was analysed for the development of this report.

These figures include **378 females** and **50 males**.

When this information is broken down further, **94** of these employees were full-time employees (**81 female** and **13 male**), with **334** part-time employees employed (**297 female** and **37 male**) in the timeframe.

Mean and Median Gender Pay Gap

Family Carers Ireland Gender Pay Gap Report 2022

The mean gender pay gap on 30th June 2022 was **8.31%**.

The median gender pay gap on 30th June 2022 was **7.3%**.

Family Carers Ireland Gender Pay Gap Report 2023

The mean gender pay gap on 30th June 2023 was **7.74%**.

The median gender pay gap on 30th June 2023 was **11.34%**.

Family Carers Ireland Gender Pay Gap Report 2024

The mean gender pay gap on 30th June 2024 was **7.02%**.

The median gender pay gap on 30th June 2024 was **-0.6%**.

- The mean gender pay gap for this year is 7.02% (i.e. in favour of male employees). This means that, on average, a male employee in Family Carers Ireland earns approximately 7.02% more than a female.
 - The mean gender pay gap is influenced by extreme values/ outliers (i.e. very high or very low earners) whereas the median gap isn't.
- The median gender pay gap is -0.6% (i.e. in favour of female employees). This means that the middle/ typical female employee earns approximately 0.6% more than the middle/ typical male employee.

Factors driving the gender pay gap and the variance between the mean and the median include:

- The proportion of men in Executive leadership roles, with higher earnings during the reference period. This contributed to the mean gap in favour of male employees.
- An underrepresentation of male employees in the caring sector and charitable sector contributes to the median gender pay gap in favour of female employees.

Understanding sensitivity in calculations

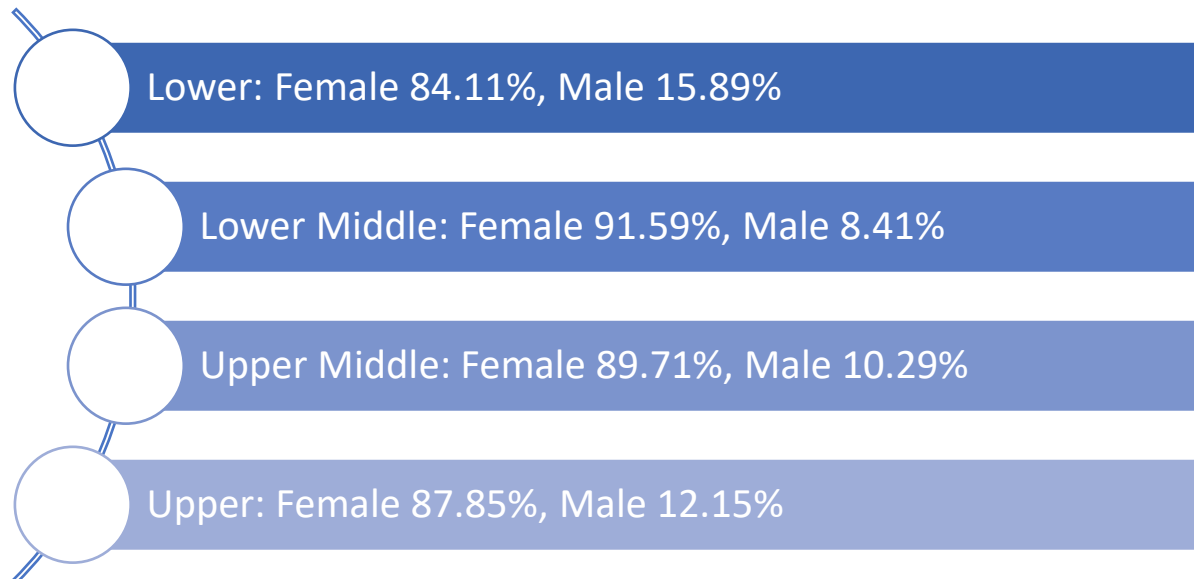
When the number of male or females in a group is very small, this means that the median and mean gender pay gap is very sensitive to the circumstances of this group.

Example: An organisation has 20 female employees and 3 male employees and pays four rates of pay for four different roles: €100, €75, €50, and €25. Each of these roles has five females earning those wages. As there are only three males but four roles/ pay levels, even if the male employees are broadly equally distributed across levels in the organisation, there will be one pay level that a man does not work at.

The gender pay gap for this organisation is very different depending on what role that is. If, for example, the male employees are in the €100, €75 and €50 roles, the gender pay gap will be +20%. If, however, the male employees are employed in the €75, €50 and €25 roles, the gender pay gap will become -20%. Everyone here in this example is paid equal pay for equal work, but because of the small number of male employees in question, the results are highly sensitive.

The individual roles held by the small number of men has a big influence on the gender pay gap.

Quartiles



The use of quartiles (dividing the data into four equally sized groups based on hourly pay) enables us to review the distribution of male and female employees across pay ranges.

Our overall employee split of our headcount of 428 is 88.31% female to 11.69% male. Each quartile is broadly in line with that ratio with some slight differences in each.

Understanding the Gap in Family Carers Ireland

The charitable sector has traditionally had a higher proportion of female employees than other sectors. This is reflected in Family Carers Ireland where on 30th June 2024, we employed 378 females out of a total workforce of 428 employees. Attracting male employees to Family Carers Ireland remains an ongoing challenge both for office-based roles and home care roles.

A PWC report on gender pay gap reporting 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. However, the small number of male employees in higher paid roles impacts the overall mean gender pay gap.

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.

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.

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 2025. However, it should be noted that many of the factors that impact us in attracting more male candidates for roles across the Organisation are sectoral and societal rather than specifically linked to Family Carers Ireland.

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 2025 to reduce the gender pay gap next year include:

- **Ongoing 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 for interviews 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 and 2024 through the introduction of additional 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 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.*

Appendix

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 2024**

Reporting Requirements	
Gender Pay Gap Requirements	Percentage - 2024
1) Mean hourly gender pay gap (All)	7.02%
2) Mean hourly gender pay gap (Part-time)	-4.5%
3) Mean hourly gender pay gap (Temporary Contract)	N/A
4) Median hourly gender pay gap (All)	-0.6%
5) Median hourly gender pay gap (Part-time)	-2.5%
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	84.11% (F) 15.89% (M)
12) Percentage of employees within lower middle remuneration quartile	91.59% (F) 8.41% (M)
13) Percentage of employees within upper middle remuneration quartile	89.71% (F) 10.29% (M)
14) Percentage of employees within upper remuneration quartile	87.85% (F) 12.15% (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 pay 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 30th June 2024, the average pay for females in Family Carers Ireland was 7.02% 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 there are sensitivities linked to the small number of male employees working in Executive leadership roles and office-based roles.

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 4.5% 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 0.6% more than the person in the middle of the male pay range. Family Carers Ireland employs significantly fewer males than females.

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 2.5% more than the person in the middle of the male pay range.

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 7.56:1