

**Gender Pay Gap
Reporting
2023**

What is Gender Pay Gap Reporting

From June 2022, the Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Organisations with over 250 employees were required to report for the first time in 2022. We did this in December 2022. This is our second year reporting on the Gender Pay Gap.

There are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees
 2. The mean and median pay gap in hourly pay between part-time male and female employees
 3. The mean and median pay gap in hourly pay between temporary male and female employees
 4. The mean and median bonus pay gap between male and female employees
 5. The percentage of male and female employees who received bonus pay
 6. The percentage of male and female employees who received benefit in kind
 7. The percentage of male and female employees in each of four pay band quartiles
- In 2022, employers must choose a “snapshot date (30th June)

Our Gender Pay Gap

Our Gender Pay Gap is 10.81% (2022: 8.08%)

This means that the average hourly rate of pay for male employees was 10.81% higher than the average hourly rate for female employees during the relevant pay period.

Latest available national gender pay gap of 11.3% (2019) and an EU average gender pay gap of 13% (for 2020)

To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Gender Pay Gap 2023

Our Gender Pay Gap is 10.81% (8.08% 2022)

Mean Gender Pay Gap %	Median Gender Pay Gap %
10.81%	6.16%

Mean Male Hourly Pay	Mean Female Hourly Pay
22.9622	20.4803

Median Male Hourly Pay	Median Female Hourly Pay
20.3941	19.1381

Mean Bonus Pay Gap %	Median Bonus Pay Gap %
0.00%	0.00%

Mean Male Bonus Pay	Mean Female Bonus Pay
0	0

Median Male Bonus Pay	Median Female Bonus Pay
0	0

Mean Gender - Part-Time Pay Gap %	Median Gender - Part-time Pay Gap %
4.54%	4.54%

Mean Male -Part-time Hourly Pay (P/T)	Mean Female - Part-time Hourly Pay (P/T)
19.5404	18.6525

Median Male - Part-time Hourly Pay (P/T)	Median Female - Part-time Hourly Pay (P/T)
18.9388	18.0781

Mean Pay Gap % Temp Contract	Median Pay Gap % Temp Contract
17.17%	3.57%

Mean Male Hourly Pay (Temp Contract)	Mean Female Hourly Pay (Temp Contract)
23.1112	19.1419

Median Male Hourly Pay (Temp Contract)	Median Female Hourly Pay (Temp Contract)
19.4881	18.7923

Snapshot date 30.06.2023, includes all staff including casual workers

Percentage of male and female employees in each of four pay band quartiles

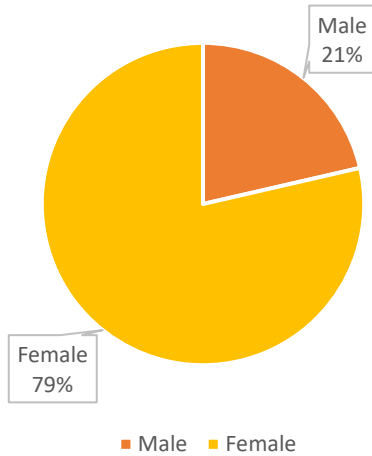
Quartiles 2023					2022	
	# of Male	# of Female	% of Male	% of Female	% of Male	% of Female
A (upper)	36	92	28.13%	71.88%	28.57%	71.43%
B (upper middle)	29	99	22.66%	77.34%	25.00%	75.00%
C (lower middle)	20	109	15.50%	84.50%	11.48%	88.52%
D (lower)	25	104	19.38%	80.62%	23.02%	76.98%
Totals	110	404				

514

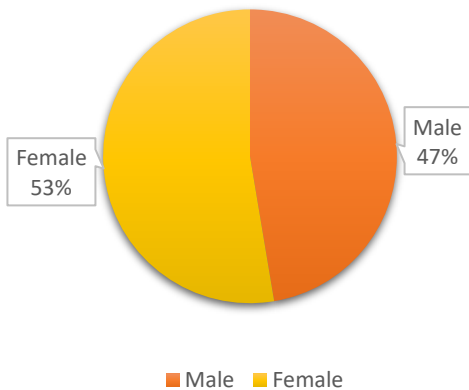
At the snapshot date, the proportion of females in the lower quartile increased versus the same date in 2022. This included roles such as our graduate programme where all but one participant was female.

Representation across Organisation

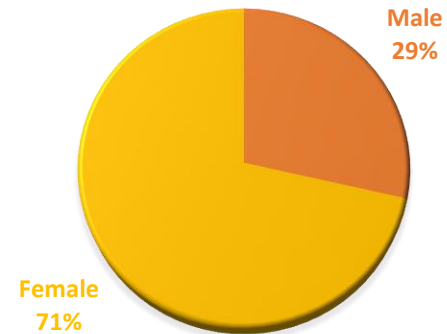
All Employees



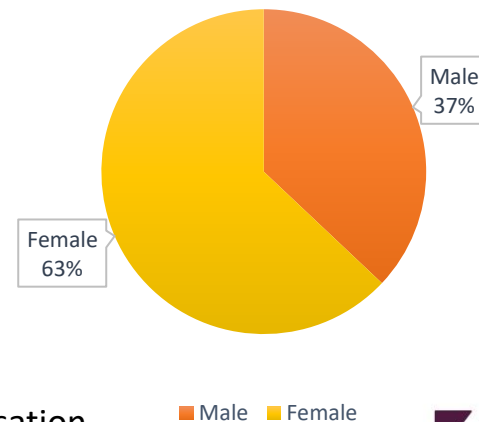
Senior Managers



Executive Team



All Managers – Exec to Project Manager



We are proud to have strong female representation across our organisation, including at management level.

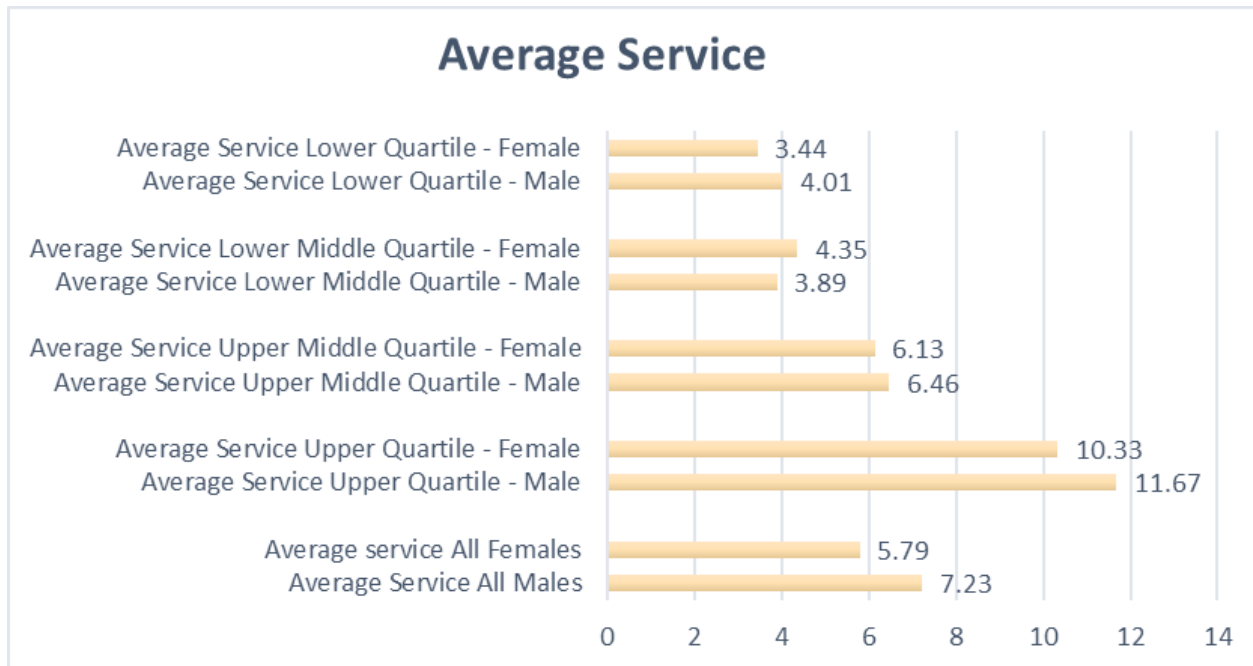
We have pay equity where men and women in similar roles are paid on the same pay scales

Tenure

Length of service impacts our Gender Pay Gap.

Across all quartiles, males have more service than females which impacts on pay due to the application of incremental pay scales (those with longer service are higher on incremental pay scales)

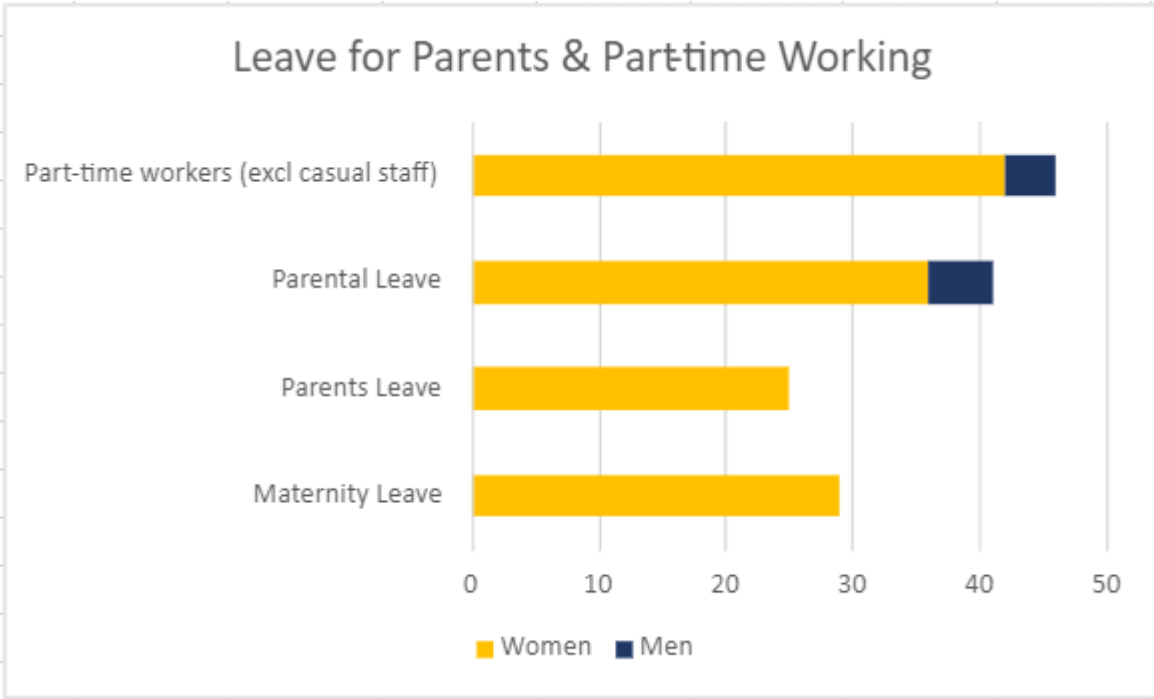
Average service of males of males is almost 1.5 years more than females



Impact of Leave for Caring Responsibilities

As an organisation where the majority of our colleagues are women, in the 12 months to the snapshot date we had a high take up of leave for caring responsibilities.

Time spent on these types of leave reduces salary and impacts on the Gender Pay Gap (social welfare payments are not included)



What will we do to improve our Gender Pay Gap?

We are at the early stages of our process to address our Gender Pay Gap . We will not be able to reach this in one year.

Actions that we will take that will help us to get there include:

- Using our Diversity & Equality Listening Groups to explore the gender issues that impact women's experience of working in Focus Ireland.
This work along with data from our exit and stay interviews will also inform our recruitment processes
- We will consider how we can expand our flexible working practices in the organisation to sustain women's participation and promotion in the organisation.
- Where we are offering mentoring and or coaching initiatives, we will look to have a balance of participants in this programmes reflect the gender mix in the organisation.
- We will analyse our exit data to identify trends that may relate to gender
- We will examine our gender balance in terms of how leave is taken to support caring responsibilities and identify any barriers that may impact this.

