

**Gender Pay Gap
Reporting
2024**

What is Gender Pay Gap Reporting

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. This is our third year to report 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
- Employers must choose a “snapshot date. Ours is 30th June.

Our Gender Pay Gap

Our Gender Pay Gap is 6.06% (2023: 10.81%, 2022: 8.08%)

This means that the average hourly rate of pay for male employees was 6.06% higher than the average hourly rate for female employees during the relevant pay period.

The national gender pay gap was 9.6% (2022) according to the CSO and an EU average gender pay gap of 12.7% (2021) based on Eurostat data.

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 6.06% (2023: 10.81% 2022: 8.08%)

Mean Gender Pay Gap %	Median Gender Pay Gap %
6.06%	4.93%

Mean Male Hourly Pay	Mean Female Hourly Pay
22.5502	21.1828

Median Male Hourly Pay	Median Female Hourly Pay
20.9291	19.8963

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 %
-3.48%	-0.08%

Mean Male Hourly Pay (P/T)	Mean Female Hourly Pay (P/T)
18.8942	19.5514

Median Male Hourly Pay (P/T)	Median Female Hourly Pay (P/T)
18.4379	18.4532

Mean Pay Gap % Temp Contract	Median Pay Gap % Temp Contract
6.50%	2.58%

Mean Male Hourly Pay (Temp Contract)	Mean Female Hourly Pay (Temp Contract)
19.484	18.2174

Median Male Hourly Pay (Temp Contract)	Median Female Hourly Pay (Temp Contract)
18.8981	18.4096

Snapshot date 30.06.2024, for all staff including casual workers

What has changed this year?

- The proportion of females in the Upper Quartile of pay increased and in the lower quartile decreased
- 2024 saw a change to the reporting requirements as follows:
 - There has been a slight change to the calculation for employees whose working hours are not fixed or differ from week to week – this is because 2024 is a leap year.
 - A new definition of basic pay has been introduced. The new definition clarifies that payments made to employees on maternity, paternity, adoptive and parents leave, including the state benefit and any ‘top up’ amount paid, should be included when calculating basic pay.

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

- At the snapshot date, our overall employee numbers have increased versus 2023.
- The proportion of females in the Upper Quartile increased and Upper Middle quartiles remained almost the same versus the data in 2023.
- The proportion of females in the Lower Middle and Lower Quartiles decreased versus 2023.

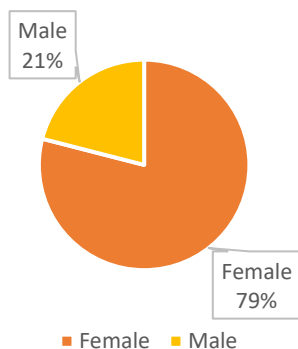
Quartiles 2024					2023	
	# of Male	# of Female	% of Male	% of Female	% of Male	% of Female
A (upper)	36	111	24.49%	75.51%	28.13%	71.88%
B (upper middle)	33	115	22.30%	77.70%	22.66%	77.34%
C (lower middle)	24	125	16.11%	83.89%	15.50%	84.50%
D (lower)	32	117	21.48%	78.52%	19.38%	80.62%
Total	125	468				

Representation across Organisation

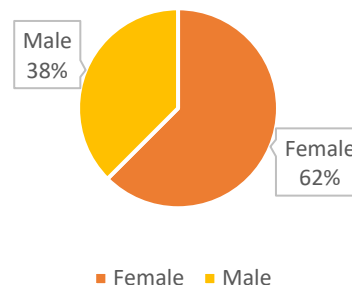
We are proud to have strong female representation across our organisation, including at management level.

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

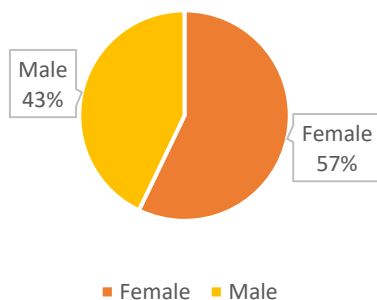
All Employees



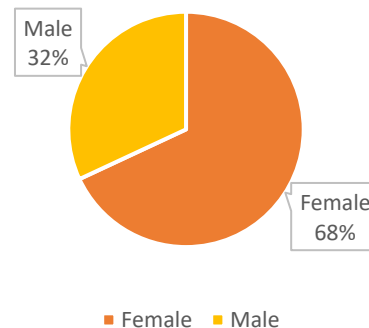
Executive



Senior Managers



All Managers



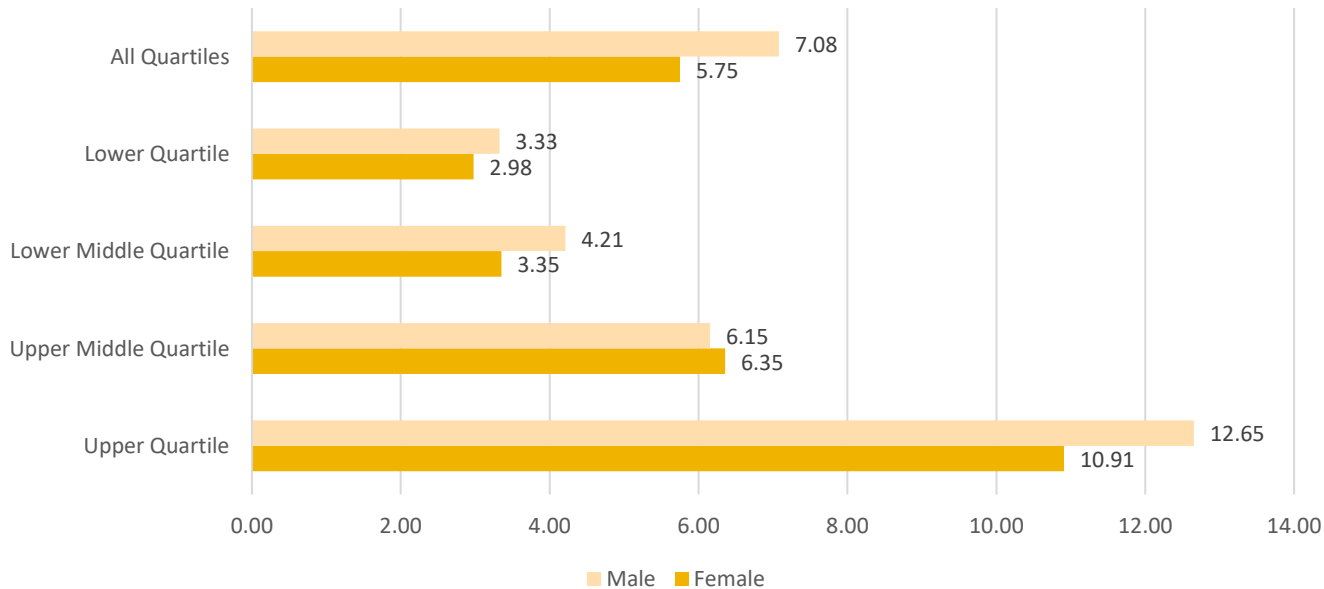
Tenure

Length of service impacts our Gender Pay Gap.

In three of the four quartiles, males have more service than females. This impacts on pay due to the application of incremental pay scales (those with longer service are higher on incremental pay scales) and is most pronounced in the Upper Quartile of pay.

Average service of males is 1.3 years more than females.

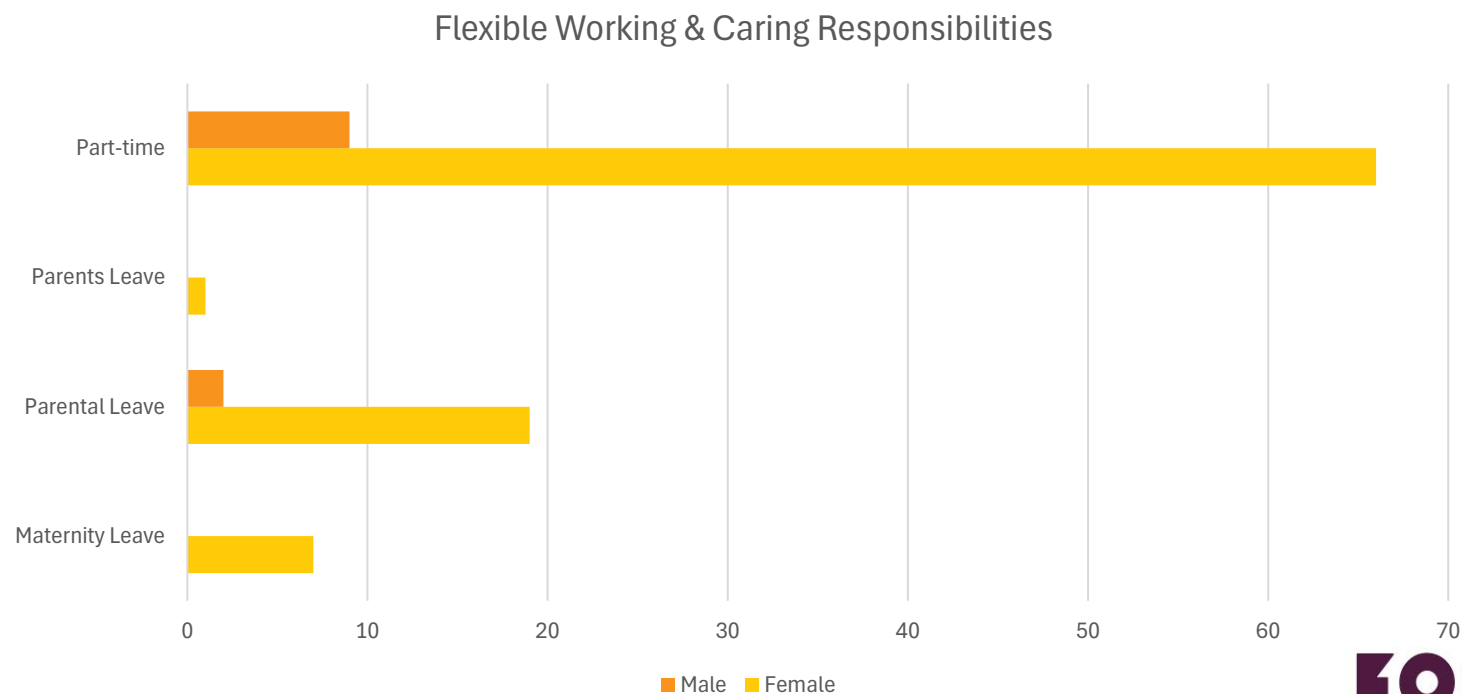
Average Service



Impact of Leave for Caring Responsibilities

At the snapshot date, a higher number of females availed of leave to support caring responsibilities.

Additionally, more females than males were working part-time at the snapshot date.



These figures exclude casual workers,
Part-time working does not impact the hourly rate of workers – Gender Pay Gap

What will we do to improve our Gender Pay Gap?

We will continue to work to address our Gender Pay Gap .

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

- We will increase our benefits to females availing of maternity leave in 2025.
- We will update our flexible working practices in the organisation to sustain women's participation and promotion in the organisation.
- Using our Diversity & Equality Networks to explore the gender issues that impact females experience of working in Focus Ireland.
Our Diversity & Equality Networks include a Women's Network, LGBTQI+ Network, Disability (including Neurodiversity) Network, Black & Ethnic Minority (including Heritage) Network, Older Workers Network and a Men's Network. These Networks will create actions and objectives for 2025.
- This work along with data from our exit and stay interviews will also inform our recruitment processes
- Where we are offering mentoring and or coaching initiatives, we will continue to have a balance of participants in these programmes to reflect the gender mix in the organisation.

