

# 2023 Gender Pay Gap Report

## Background.

The Brothers of Charity Services in Ireland provide a variety of services and supports to approximately 6,500 people with an intellectual disability or autism, and their families, throughout Counties Clare, Cork, Galway, Kerry, Limerick, Roscommon, Tipperary, Kilkenny, Wexford and Waterford.

The supports, which include residential, respite, day, host families, home based, and multidisciplinary, are provided by over 5,000 staff with a variety of professional backgrounds and experience, and who are motivated in their work by the Ethos, Vision and Values of the Brothers of Charity Services.

We work in partnership with local communities, state agencies and voluntary organisations to initiate and develop increasingly inclusive opportunities, for and with, the people who use the Brothers of Charity Services.

The Brothers of Charity Services in Ireland is a learning organisation whose responses are based on best practice, and in full recognition of the right of each person to self-determine their life goals and wishes.

We listen to those we serve and, subject to resources, endeavour to provide individuals with high quality supports that best suit their wishes and requirements.

## Gender Pay Report - 2023

1. Snapshot Date: **6 June 2023**
2. Headcount on relevant employees on Snapshot Date: **5,777**
3. Bonus
  - a. Percentage Male Paid Bonuses: **0%**
  - b. Percentage Female Paid Bonuses: **0%**
4. Benefits in Kind
  - a. Percentage Male Paid Benefits in Kind: **0%**
  - b. Percentage Female Paid Benefits in Kind: **0%**
5. Fulltime Hourly Remuneration Quartile

Quartile	Male	Female
Upper	18.82%	81.18%
Upper Middle	20.36%	79.64%
Lower Middle	22.51%	77.49%
Lower	27.42%	72.58%
6. Mean Hourly Remuneration – All employees
  - a. Male: **€25.88**
  - b. Female: **€26.78**
  - c. Pay Gap: **€1.03**
7. Mean Hourly Remuneration – Part Time
  - a. Male: **€23.27**
  - b. Female: **€25.46**
  - c. Pay Gap: **€1.09**
8. Mean Hourly Remuneration – Temporary Contracts
  - a. Male: **€22.04**
  - b. Female: **€22.89**

- c. Pay Gap: **€1.04**
- 9. Median Hourly Remuneration – All employees
  - a. Male: **€22.47**
  - b. Female: **€24.29**
  - c. Pay Gap: **€1.08**
- 10. Median Hourly Remuneration – Part Time
  - a. Male: **€20.74**
  - b. Female: **€23.84**
  - c. Pay Gap: **€1.15**
- 11. Median Hourly Remuneration – Temporary Contracts
  - a. Male: **€20.52**
  - b. Female: **€21.52**
  - c. Pay Gap: **€1.05**

**Conclusion.** The above again demonstrates a positive gender pay gap for women which the Services believe is indicative of the work carried out at all levels of the organisation to apply family friendly policies and flexible working as much as can be balanced within the constraints of a 24/7 365 day person-centred service.

It is noteworthy that the mean gap between men and women has remained the same as last year with women earning on average €1.03 for every €1 earned by men.

Finally, it is gratifying to note that the average hourly rate of pay for all workers has increased to €26.56 from €24.15 in 2022. An increase of just over 10% which is attributable to the impact of national wage agreements and the Pandemic Special Recognition Payment that was paid to a large number of our staff during the snapshot period as frontline healthcare workers.