

Gender Pay Gap Report 2022



December 2022

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Introduction

2022 is the first time that Foróige have published a Gender Pay Gap (GPG) Report following enactment of the Gender Pay Gap Information Act 2021 legislation which now mandates reporting for all organisations with over 250 employees.

While Foróige have equal pay for men and women in the same roles, based on pay scales, we have a gender gap primarily as a result of the treatment under the legislation of paid leave e.g. maternity leave and a slightly higher percentage of men in higher paid roles.



About Us

Foróige is a youth work organisation operating on the island of Ireland with 512 employees at the snapshot date of June 30th 2022. We are located nationwide with offices in multiple locations throughout Ireland.

Size

We are the largest youth work employers in Ireland.

Work

Foróige operate volunteer led youth work (Foróige Clubs, Big Brother Big Sister Programme), staff led youth projects (e.g. Youth Diversion Projects, Neighbourhood Youth Projects, UBU Projects) and provide youth education programmes (e.g. NFTE, Leadership for Life, Real U).

This work is supported by a full suite of support services e.g. HR, Finance, IT etc.

We work with over 35,000 young people per annum and 4,000 volunteers.



Approach

Foróige's work aims to enable young people to develop themselves consciously and actively in their own development and in the development of society. Our work takes the form of local, community based, volunteer led clubs and staff led projects that provide a range of interventions to young people to enable them to reach their full potential.

Culture

Foróige are committed to an inclusive organisation culture where all people – staff, volunteers and young people – can reach their full potential

GPG Report

This is our first GPG Report. Our reference date is 30th June, 2022. Our total headcount at that date was 512. At that date 75.59% of our total headcount was female.

Data

Our report includes data for all our employees – full and part time. Hours which relate to paid leave are included in the calculation but unpaid leave is not included. For maternity leave this means that when Foróige pays a top up over statutory maternity allowance, it is included. This impacts the hourly rate for any staff who have taken paid maternity leave during the year to June 20th 2022



Understanding the Pay Gap

The legislation requires organisations of over 250 employees to disclose the pay gap between male and female employees. Disparities tend to indicate the relative representation of women and men at different levels of seniority in the organisations.

Further, as Foróige pays a maternity top up, female staff who avail of this are counted in the data but only at the reduced rate of pay. This contributes to the disparity in the pay gap as 10% of female employees took some period of paid maternity leave during the period of the report.

What is Pay Gap Reporting

A pay gap shows the difference in the average pay between two groups in a workforce e.g. men and women, regardless of job, role or seniority

How is it different to equal pay?

Equal pay is different. Equal pay deals with pay differences between two groups e.g. men and women who carry out equal work.



Interpreting the Data

- The analysis is for all employees full and part time.
- The mean hourly rate is the same as the average rate, while the median hourly rate is the middle number in the range of hourly rates when those rates are sorted from smallest to largest. The median is a better measure as it is not impacted by exceptionally high or low hourly rates.
- Hours which relate to paid leave are included in the calculations. Hours which relate to unpaid leave are not included. For maternity leave this means that the period in which the organisation pays a top-up over the statutory maternity allowance (usually 26 weeks) is included, but any unpaid leave after that period is not included.
- Where a percentage difference is being expressed, a positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.
- Where a simple percentage is expressed, that is the percentage of either females or males, as the case may be.



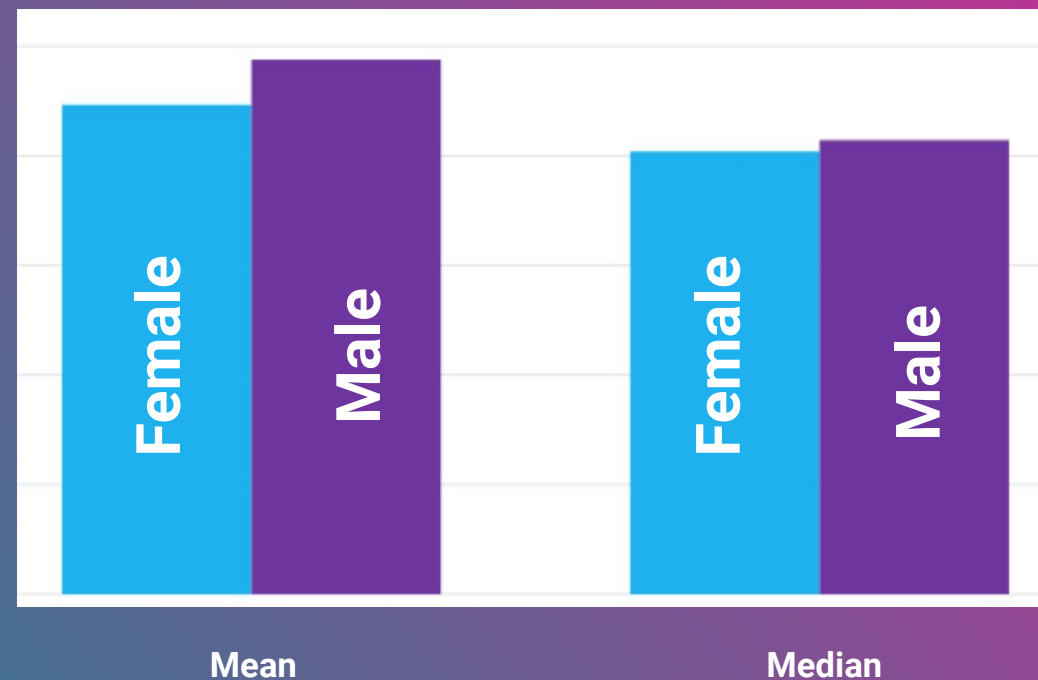
Summary of Results

Hourly Remuneration

All Employees	Pay Gap
Difference in mean hourly remuneration of males and females	8.52%
Difference in median hourly remuneration of males and females	2.56%

Part-Time Employees Only	Pay Gap
Difference in mean hourly remuneration of males and females	6.32%
Difference in median hourly remuneration of males and females	8.69%

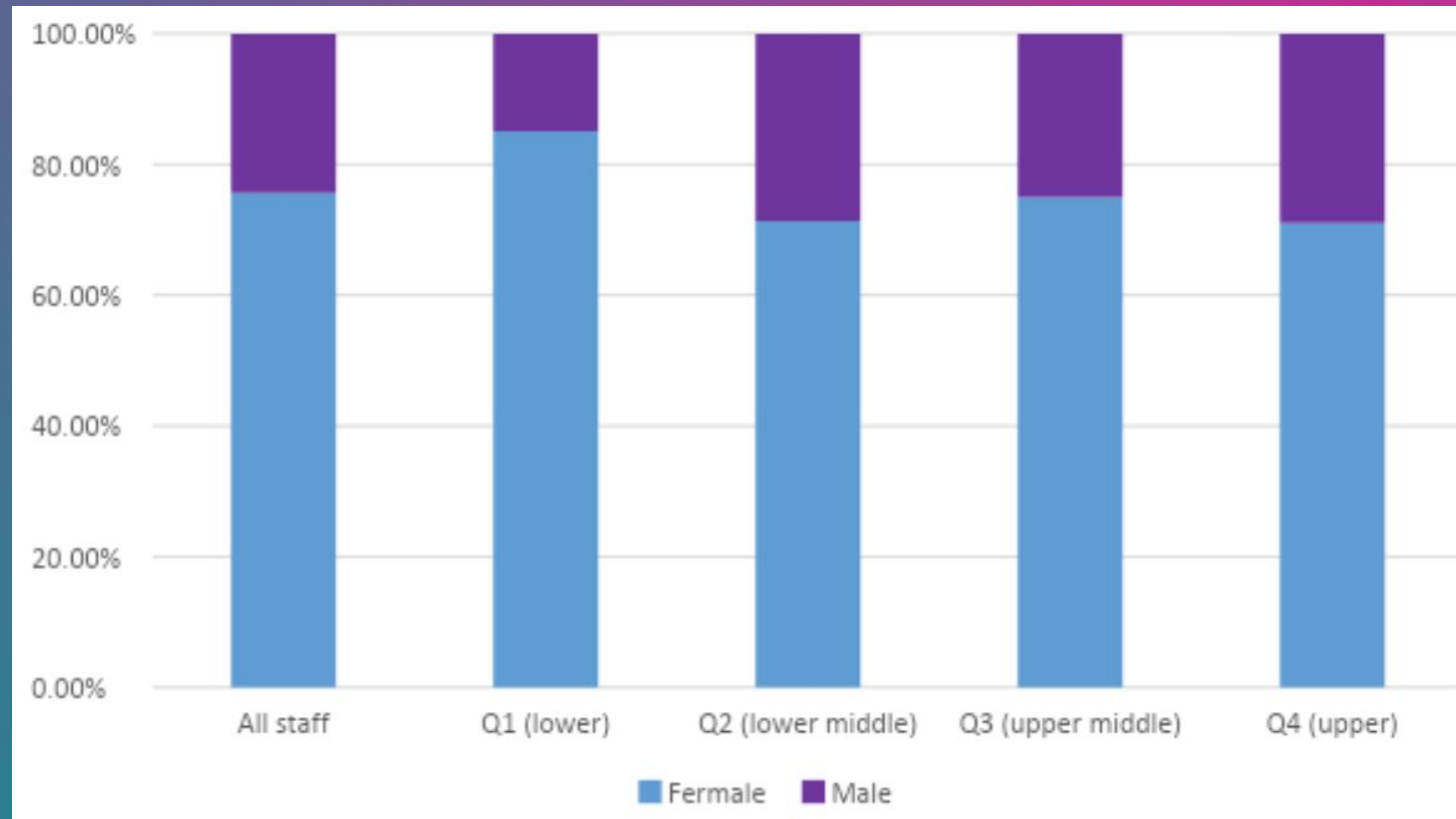
Hourly Remuneration All Employees



Quartiles Based on Hourly Remuneration

Quartiles Based on Hourly Remuneration	Male	Female
Total staff	24.41%	75.59%
(i) the lower remuneration quartile pay band,	14.96%	85.04%
(ii) the lower middle remuneration quartile pay band,	28.68%	71.32%
(iii) the upper middle remuneration quartile pay band, or	25.00%	75.00%
(iv) the upper remuneration quartile pay band,	28.91%	71.09%

Hourly Remuneration Quartiles



With the exception of the lower quartile which is skewed as a result of paid maternity leave, our profile broadly mirrors the gender split in the organisation.

Opinion

- The findings from our gender pay gap analysis show no significant differential between female hourly remuneration as against male hourly remuneration.
- Foróige operates a range of pay scales within the organisation based on the relevant levels of responsibility and experience. This means that gender is not a factor in determining rates of pay.
- Regarding the discrepancy in the lower quartile, if the effect of the maternity leave were removed the discrepancy would be significantly less or neutralised.
- The discrepancy in the upper quartile is based in the main, due to salary scales which regard experience. While there are more females than males in the upper quartile, the males have more experience. Foróige have increased the proportion of females to males on the senior management team from 25% in 2018 to 66% in 2022. This increase has also been reflected at other management levels in Foróige.
- Foróige remained committed to ensuring that both males and females are provided equally with developmental opportunities and career progression with the organisation.

