

Gender Pay Gap Report 2023



December 2023

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Introduction

This is our second Gender Pay Gap (GPG) Report following enactment of the Gender Pay Gap Information Act 2021 legislation which 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 and paternity leave and a slightly higher percentage of men in higher paid roles.

In order to understand the impact of Foróige paying during maternity and paternity leave, this year we have included an estimate of the pay gap if this paid leave is excluded. This calculation is not a requirement of the legislation.



About Us

Foróige is a youth work organisation operating on the island of Ireland with 542 employees at the snapshot date of June 30th 2023. 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, UBU Projects, Neighbourhood Youth Projects) and provide youth education programmes (e.g. NFTE Youth Entrepreneurship, Leadership for Life and Real U).

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

We work with over 40,000 young people per annum and 4,000 volunteers.



Approach

Foróige's work enables young people to involve 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 support them to reach their full potential.

Culture

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

GPG Report

This is our second GPG Report. Our reference date is 30th June, 2023. Our total headcount at that date was 542. At that date 75.8% of our total headcount was female.

Data

Our report includes data for all of 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 and paternity leave this means that when Foróige pays a top up over statutory allowance, it is included. This impacts the hourly rate for the 40 staff who have taken paid maternity or paternity leave during the year to June 30th 2023



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.

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 and paternity leave this means that the period in which the organisation pays a top-up over the statutory allowance is included, but any unpaid leave after that period is not included.
- We have included as estimate of the pay gap when paid maternity and paternity leave is excluded from the calculations.
- 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 2023	Estimated Pay Gap 2023 excluding paid leave	Pay Gap 2022
Difference between mean hourly remuneration of males and females	6%	4%	9%
Difference between median hourly remuneration of males and females	4%	2%	3%

Part-time Employees Only	Pay Gap 2023	Estimated Pay Gap 2023 excluding paid leave	Pay Gap 2022
Difference between mean hourly remuneration of males and females	4%	3%	9%
Difference between median hourly remuneration of males and females	11%	11%	3%

No employees receive bonuses or benefit-in-kind

Quartiles Based on Hourly Remuneration 2023

Quartiles Based on Hourly Remuneration	Male	Female
Total staff	24%	76%
(i) the lower remuneration quartile pay band,	24%	76%
(ii) the lower middle remuneration quartile pay band,	19%	81%
(iii) the upper middle remuneration quartile pay band, or	26%	74%
(iv) the upper remuneration quartile pay band	27%	73%

Quartiles Based on Hourly Remuneration 2022

Quartiles Based on Hourly Remuneration	Male	Female
Total staff	24%	76%
(i) the lower remuneration quartile pay band,	15%	85%
(ii) the lower middle remuneration quartile pay band,	29%	71%
(iii) the upper middle remuneration quartile pay band, or	25%	75%
(iv) the upper remuneration quartile pay band	29%	71%

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.
- There is a slight discrepancy in the upper quartile where there is a minimal disproportionate number of males in this salary band due to salary scales which regard experience. Foróige has continued to increase the proportions of females to males at all management levels and this is reflected in the movement in quartile from 2022.
- Foróige remained committed to ensuring that both males and females are provided equally with developmental opportunities and career progression within the organisation.

