



## Gender Pay Gap Report

December 2022

**building  
homes,  
improving  
lives.**

## Introduction

Our work in Respond is all about people. Our vision is that every family and individual in Ireland will have high quality housing as part of a vibrant and caring community. We work to provide services and opportunities that supports people to achieve their goals and reach their full potential. Respond are committed to creating a workplace culture that also enables our staff to reach their full potential.

Our Strategic Plan 2022-2024 commits to a salary and performance system that is fair, objective and transparent. Respond is a listening and learning organisation and understanding the gender pay gap allows us to bring further focus to the changes required to address it.

An inclusive workplace enables us to embrace the diverse backgrounds and perspectives of all our people to create better outcomes for our tenants, our service users and the communities we work with.

## About Respond

Respond is an Approved Housing Body and service provider, working all around Ireland since 1982. Approximately 14,144 tenants live in 6,443 homes across the 26 counties that we either own or manage; of these, there are 5,536 Respond social housing tenancies. Respond also provide a range of services for families and individuals within our communities. This includes emergency accommodation with 24/7 support for families who are homeless in six Family Homeless Services, three Day Care Services for Older People, 17 Early Learning and School Aged Care, Family Support and Refugee Resettlement services. Our aim is to provide person centred services to support people to achieve their goals and reach their full potential.

The range of services that Respond delivers gives a sense of the diversity of employment sectors, staff roles and pay grades within our organisation.

## What is the gender pay gap (GPG)?

The gender pay gap is the difference on average, across a population between men's and women's pay. The gender pay gap is represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

The gender pay gap is not the same as equal pay. An equal pay comparison involves a direct comparison between a man and a woman, or a group of men and women, who are carrying out the same work. Historically the gender pay gap has favoured men. One of the reasons this is important

is that, over a lifetime, inequalities between men and women’s salaries can have a significant impact on women’s earnings and pensions.

### Legislation in Ireland

With effect from 31 May 2022, the obligation for employers in Ireland to report on their gender pay gap came into force. The gender pay gap Information Act 2021 (the "2021 Act") has now formally commenced. The Minister for Children, Equality, Disability, Integration and Youth has also published the Employment Equality Act 1998 (Section 20A) (gender pay gap information) Regulations 2022 (the "Regulations"). Employers in Ireland with 250+ employees are now obliged to report on their gender pay gap based on a snapshot date identified in June 2022. The requirement of this new legislation is to publish data for the twelve months previous to that snapshot date in key areas, so all organisations are measured in the same way. All organisations with 250+ employees, are required to report on their gender pay gap by 31st December 2022 and within six months of the snapshot date identified in June 2022.

We strive to be a fair, inclusive and transparent organisation and gender equality is a key component of this aspiration. We welcome this legislation and the availability of this comparative data and analysis which we will use to assist us in understanding our role as a fair and equal employer and develop targeted strategies to help us deliver positive change.

### Our gender pay gap

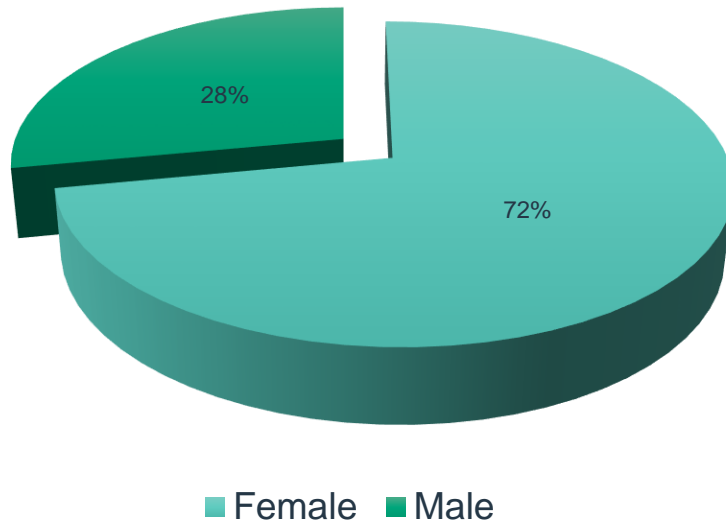
The gender pay gap represents the difference between both the mean (average) and the median (midpoint of all wages) hourly pay of male and female employees. We identified our snapshot date as 1<sup>st</sup> June 2022 and have therefore calculated our gender pay gap for the previous twelve month period.

We have calculated the gender pay gap in Respond as follows:

	All Employees	Part Time Employees	Temporary Contract Employees
Mean	22.59%	15.05%	28.51%
Median	24.13%	10.38%	7.52%

These calculations are based on a headcount of 311 employees. Of these, 87 are male staff and 224 are female staff. The overall percentage headcount gender split is, 28% male and 72% female as shown below.

## Respond Headcount Gender Split



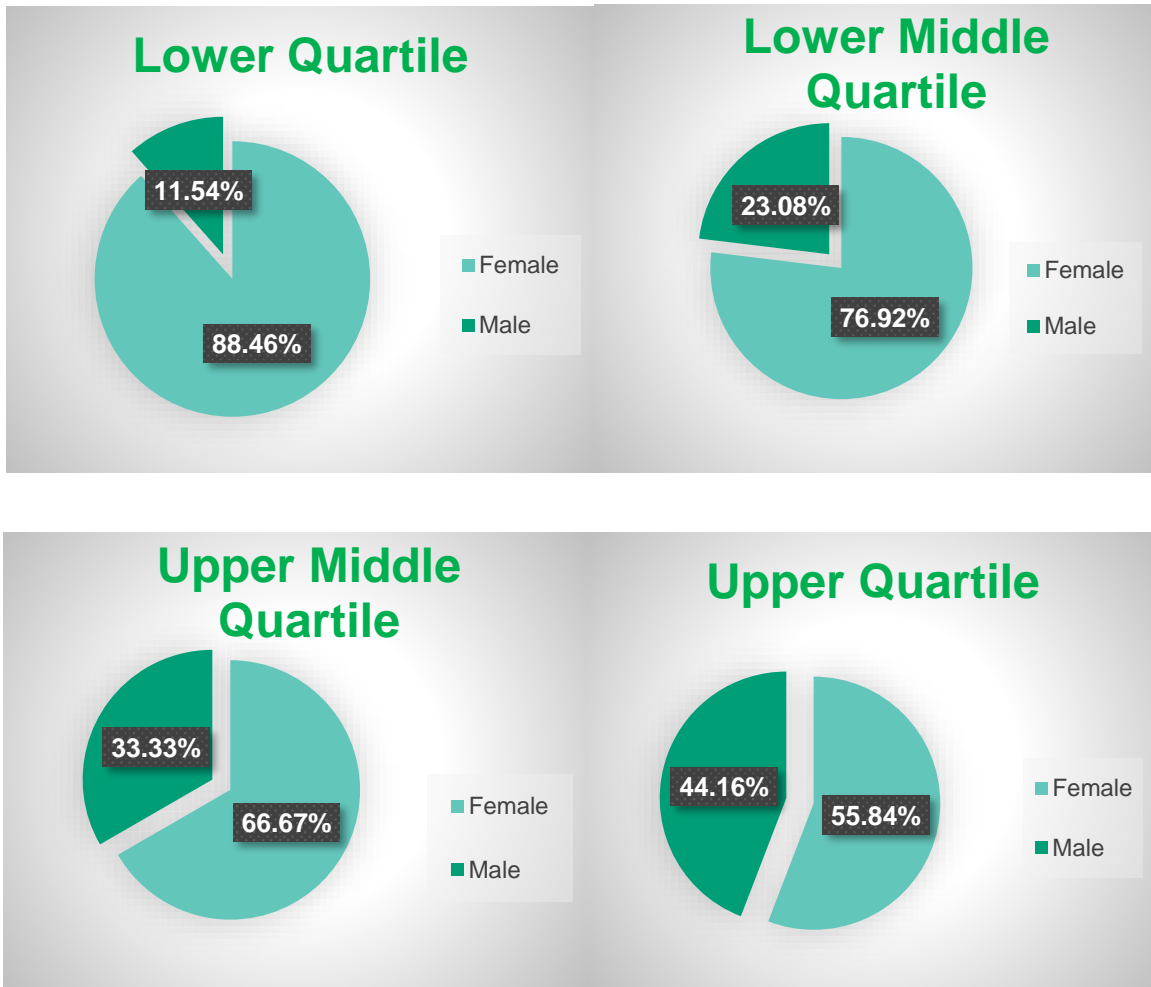
### Representation of Females

Gender representation at Leadership Level in Respond indicates that we have a strong female representation.

Executive Management Team	Leadership Team	Combined Executive Management & Leadership Team
50% Male: 50% Female	42% Male: 58% Female	44% Male: 56% Female

### Other Gender Pay Gap Reporting Requirements

The reporting process also requires organisations to categorise their employees into Pay Quartiles based on their average hourly rate of pay. The total number of employees is split equally across the four Pay Quartiles, namely Lower Quartile, Lower Middle Quartile, Upper Middle Quartile and Upper Quartile. Each quartile shows the gender representation for these different pay ranges.



The four pay quartiles show that female representation decreases as the pay quartiles increase. However, a positive point to note is that female employees make up the majority of staff within the Upper Quartile.

The reporting process also requires organisations to report on any bonus payments or Benefits in Kind paid during the reference period. No such payments were made in Respond.

### Gender Pay Gap Commentary

Within Respond, 56% of our staff are employed in sectors such as Early Learning and School Age Care (ELSAC), Family Homeless Services and Day Care for Older People. Within this employee group, 85% of these employees are female. In Ireland, these sectors have traditionally attracted more female employees with more women involved in caring and care work, paid and unpaid, than men (IHREC, 2022<sup>1</sup>). In addition, Early Childhood Ireland recently highlighted that this is particularly relevant for the Early Years and School Age Care sector in Ireland where the workforce is made up

<sup>1</sup> <https://www.ihrec.ie/we-wont-achieve-gender-equality-until-we-recognise-the-importance-of-care-commission-conference-to-hear/>

predominantly by women, with some 98% reporting as such in recent surveys undertaken by Pobal<sup>2</sup>. Additionally, these roles are mainly Government funded, so hourly rates of pay are pre-determined. Therefore the high proportion of females employed in these sectors in Respond has an impact on the gender pay gap outlined above.

During our reporting period, Respond employed 81 staff or 26% of our headcount in our Early Learning and School Age Care Services; 99% of these Early Years staff are female.

In recent years, the Government has recognised that salaries in this sector are low. From September 2022 new minimum pay rates have been introduced, with the goal of paying a fairer wage to employees in this sector. We believe that this important policy change will have a positive impact on our Gender Pay Gap. In 2021, Respond carried out a review of all staff paid at or below the Living Wage. On foot of this review, the board of Respond agreed to amend Pay Policy to uplift all staff salaries to, at a minimum, match the Living Wage recommended by the Living Wage Technical Group. This indicates the commitment of Respond to its lowest paid employees to assist them with the cost of living challenges. However, we also recognise that on-going work by Government regarding pay rates is needed to attract and retain staff in the ELSAC sector. This is something Respond has supported and has been advocating for some time. We are members of Early Childhood Ireland (ECI) and work with them to advocate collectively to ensure more recognition for this sector.

### How we will address our Gender Pay Gap

Respond will continue to report its gender pay gap annually. Analysing the numbers is only part of our solution for achieving gender equality within the organisation and we strive to promote inclusion and diversity in all its forms. We recognise there is more we can, and should, do in this area. Respond's Board and Executive Management Team (EMT) are committed to understanding the drivers of our gender pay gap and working to address them. We have a number of ongoing initiatives in this regard:

- **Best practice employment policies and procedures for staff:** Our Strategic Plan launched in October 2022 commits to operating best practice employment policies and procedures for staff and a salary and performance system that is fair, objective, and transparent to help attract and retain high-quality employees.
- **Diversity and Inclusion Strategy:** Our Strategic Plan also commits to developing and implementing an organisation diversity and inclusion strategy to apply best practice principles and procedures on inclusion throughout the organisation, ensuring that we benefit from a strong and diverse workforce.

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<sup>2</sup> <https://www.earlychildhoodireland.ie/policy-brief-achieving-gender-equality-at-work/>

- **Gender pay gap working group:** On foot of the publication of this Report we will consider establishing a Working Group to ensure an ongoing focus on this area.
- **Flexible working:** We know that flexible working is a key enabler of diversity and is critical at key life points to enable better work-life integration. We are promoting flexible working and have invested in our systems with a view to enabling a more flexible, performance based working culture. Our aim is to support a diverse staff base throughout their life course and career journey.
- **Learning and Development:** We will continue to develop our talent and ensure we have a gender balance of staff availing of our career development opportunities.
- **Establishment of a diversity and inclusion group with comparable housing organisations:** This recently formed group is developing solutions to improve diversity, inclusion and equality and is working in collaboration with other Approved Housing Bodies.
- **Living Wage:** Respond will continue to monitor the Living Wage in Ireland and remain sensitive to the cost of living challenges that our staff are currently experiencing.

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