

Gender Pay Gap Report

November 2026

respond

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 access to high-quality housing within a strong and connected community. Alongside housing, we provide services and opportunities that support people to achieve their goals and reach their full potential. We are equally committed to creating a workplace culture where our employees can thrive.

About Respond

Respond is a construction-led Approved Housing Body and service provider. We have been working all around Ireland for over 40 years. Our vision is that every family and individual in Ireland will have high-quality housing as part of a vibrant and caring community.

20,000 tenants live in over 9,000 properties across the 26 counties that we either own or manage. Respond also provides 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 Services (ELSAC) and Family Support. Our aim is to provide person-centred services to support people to achieve their goals and reach their full potential.

Respond is a member of the Housing Alliance, the collaboration of seven of Ireland's largest Approved Housing Bodies (AHBs). The Housing Alliance's purpose is to work with Government and Local Authorities to promote the delivery of social and affordable homes, address barriers to delivery and advocate strongly for responsible, professional housing management.

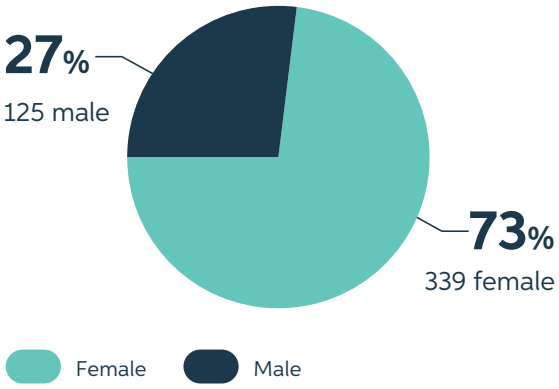




Our Key Findings

On 4 June 2026, identified as our snapshot date, our employee headcount consisted of 464 employees: 339 females (73%) and 125 males (27%). This reflects the strong representation of women across the organisation and is consistent with the broader Social Care, Early Learning and School Aged Care Services (ELSAC) and Daycare Services for Older People that we provide, where women traditionally make up a larger proportion of these occupations.

Headcount Gender %





Gender Pay Gap (GPG) Results for 2026

Mean Gender Pay Gap % Results

The Mean Gender Pay Gap measures the percentage difference in average hourly earnings between women and men. For all employees, our Mean GPG is 18.26%, a reduction of 1.1% from 2025.

Positive progress can also be seen within specific employee groups. The Mean GPG for part-time employees reduced by 9.96%, while the gap for temporary employees narrowed by 5.46%. These reductions suggest a more balanced distribution of pay across the organisation and reflect progress towards reducing the Gender Pay Gap.

Median Gender Pay Gap % Results

The median GPG measures the difference between the hourly pay of middle-paid woman and middle-paid man in Respond. The median GPG for all employees showed a slight increase from 2025 of 0.42%. Positively, the median GPG for both part-time and temporary employees improved during the reporting period, reducing by 7.78% and 4.92%, respectively. These improvements indicate progress towards a more balanced distribution of pay across these employee groups.

Mean GPG %	2026	2025
Mean GPG % For All Employees	18.26%	19.36%
Mean GPG % For Part-Time Employees	10.36%	20.32%
Mean GPG % For Temporary Employees	25.33%	30.79%

Median GPG %	2026	2025
Median GPG % For All Employees	20.58%	20.16%
Median GPG % For Part-Time Employees	10.66%	18.44%
Median GPG % For Temporary Employees	20.14%	25.06%

Mean GPG % For All Employees

2026	2025
18.26%	19.36%

Decrease -1.1%

Median GPG% For All Employees

2026	2025
20.58%	20.16%

Increase +0.42%

Benefit in Kind & Bonus Payments

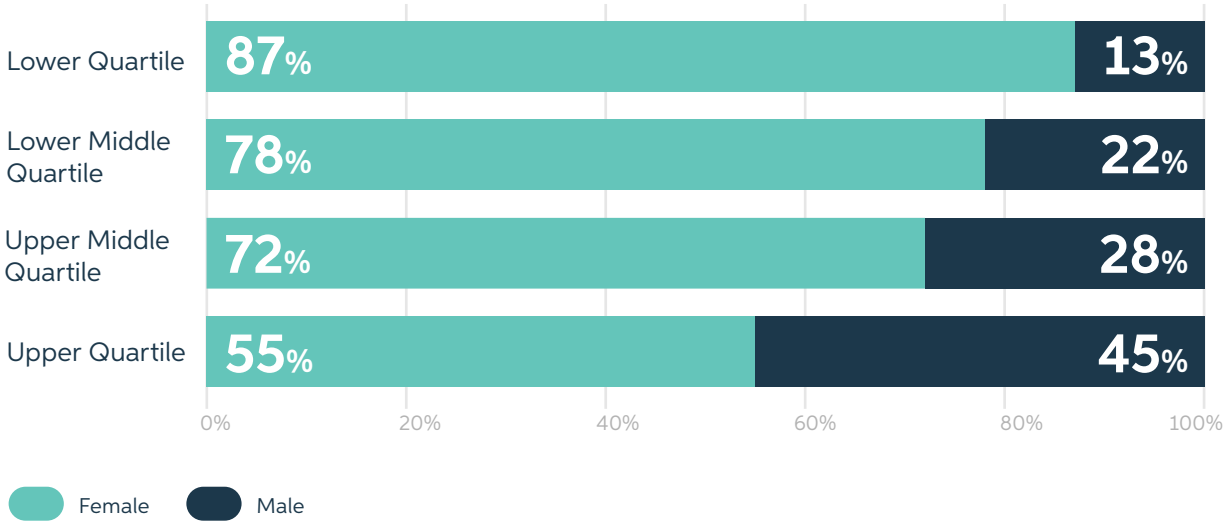
Respond is also required to report on Bonus and BIK payments provided during the reference period. No such payments were made.

Quartile Analysis

Quartile analysis helps us understand how women and men are represented across different pay levels within the organisation. Employees are ranked by hourly pay and divided into four equal groups, from the lowest-paid quartile to the highest-paid quartile.



Quartile Analysis - Headcount by Gender per Quartile



Our quartile analysis shows that women make up most employees across all pay quartiles. Positively, women also represent most employees in the Upper Quartile (55%), demonstrating strong representation in senior and higher-paid roles.

The highest concentration of women is in the Lower Quartile, where they account for 87% of employees. Female representation gradually decreases across the quartiles, resulting in a more balanced gender distribution at higher pay levels. Men represent 45% of employees in the Upper Quartile despite comprising just 27% of the overall workforce.

This reflects the distribution of roles across the organisation. Men are more highly represented in Tenant Relations Management, Development and Technical roles, which are generally higher paid, while women are more strongly represented in Early Learning and School Aged Care Services (ELSAC), Daycare Services for Older People, Administration and Support roles. As a result, men and women are not evenly represented across all role types and pay levels. This pattern of occupational segregation contributes to differences in average earnings across the organisation and is a key factor influencing our Gender Pay Gap.

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Addressing our Gender Pay Gap

Our 2026 results show a continued reduction in the Gender Pay Gap, with the mean gap decreasing by 1.1% compared to 2025. Reductions were also recorded across part-time and temporary employee groups. While a gap remains, the results reflect progress in our commitment to promoting pay equity, transparency and equal access to opportunities across the organisation.

1 Occupational Representation

Our Gender Pay Gap is heavily influenced by the occupational profile of our workforce. Women make up the majority of employees across all pay quartiles, with the highest representation in the lower quartiles, reflecting the significant number of women employed in Early Learning and School Aged Care Services (ELSAC), Daycare Services for Older People, Administration and Support roles. Early Learning and School Aged Care employees account for 51% of employees within our Lower Pay Quartile and are all female. As a traditionally lower-paid sector, this has a significant impact on our overall Gender Pay Gap.

Further analysis of our pay quartiles highlights the impact of occupational representation across the organisation. Although the Upper Quartile comprises 55% female and 45% male employees, the occupational profile differs considerably between the Upper (highest paid) and Lower (lowest paid) Quartiles. By comparison, only 6.25% of employees in the Upper Quartile work in Early Learning and School Aged Care roles. In contrast, Early Learning and School Aged Care employees represent 51% of the Lower Quartile and are exclusively female, while Housing, Development and Asset Management roles account for just 11.5% of employees in this quartile, with 7% men and 4.5% women working in these roles.

These differences highlight the concentration of female employees in Early Learning and School Aged Care roles within the Lower Quartile and the greater presence of men in Tenant Relations Management, Development and Asset Management roles within the Upper Quartile. While the overall gender balance of the Upper Quartile is relatively even, the distribution of employees across occupational groups and pay quartiles remains an important factor in understanding Respond's Gender Pay Gap.

To address this, Respond continues to focus on increasing transparency and supporting equitable career progression across all occupational groups. We publish salary ranges for vacancies, ensure fair recruitment and promotion processes, and support internal development opportunities that enable employees to progress into higher-paid roles. We also continue to invest in enhanced pay rates above Employment Regulation Order (ERO) requirements within the Early Learning and School Aged Care sector, supporting pay growth in a predominantly female workforce. While changes in occupational representation take time, these measures support our long-term objective of creating a more balanced workforce profile and reducing the Gender Pay Gap.

Our Gender Pay Gap is heavily influenced by the occupational profile of our workforce.

2 Job Levelling

In 2025, Respond implemented a job levelling and pay framework across the organisation to support a more structured, transparent, and equitable approach to pay. All job advertisements now include a salary range. The framework provides greater consistency in salary ranges and pay decision-making across roles. This initiative remains a key focus in 2026; external reward expertise has been engaged to review our current pay framework and support preparations for the EU Pay Transparency Directive. Through this work, we aim to enhance pay transparency, strengthen pay governance and support the ongoing reduction of our Gender Pay Gap.

3 Leadership Representation

Respond continues to embed gender equality within our governance and leadership teams. In 2026, women held most positions across both leadership groups, representing 67% of the Executive Management Team and 55% of the Senior Leadership Team. In addition, 68% of internal employee promotions during this reporting period were women.

This level of female representation in senior leadership is a positive indicator of the organisation's commitment to gender equality, and it also demonstrates that women are progressing into senior and influential roles within the organisation. Maintaining a strong pipeline of female talent and supporting progression opportunities at all levels remains an important part of our approach to reducing gender-based differences in earnings over time.

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4 Family Friendly Leave Policies

We remain committed to fostering a family-friendly leave and flexible work environment that enables employees to balance their professional and personal responsibilities. Through our range of flexible working and family leave policies including Paternity Leave, Surrogacy Leave, Fertility Support Leave, Adoptive Leave & Early Pregnancy Loss Leave, we aim to create an environment where all employees can thrive and progress in their careers. By reducing barriers that can impact career progression, particularly for those with caring responsibilities, these initiatives support our commitment to gender equality and contribute to our long-term objective of narrowing the Gender Pay Gap.

5 Learning & Development

Respond continues to support employee development by providing ongoing learning and development opportunities and providing funding for relevant courses. Supporting the development of a diverse talent pipeline helps improve representation across all levels of the organisation, including leadership and specialist roles, and contributes to our long-term objective of reducing the Gender Pay Gap.

6 Equality, Diversity & Inclusion

Through our EDI Steering Group, Respond continues to promote an inclusive workplace where all employees can develop and progress. We have identified and are commencing the rollout of a range of training initiatives, including unconscious bias and neurodiversity training. These initiatives help foster fair and inclusive workplace practices, support equitable access to opportunities, and contribute to our long-term goal of reducing the Gender Pay Gap through improved representation and progression across the organisation.

7 Advocacy

Respond continues to advocate for improved terms and conditions in the Early Learning and School Aged Care sector, and the wider community, voluntary and charity sectors through our annual Pre-Budget Submission, other submissions and ongoing advocacy activities along with other networks and sectoral colleagues. Improvements in pay and conditions can support greater pay equality and help address one of the key factors contributing to our Gender Pay Gap.

Respond recognises that reducing the Gender Pay Gap requires sustained commitment and long-term action. While our pay gap continues to be influenced by the occupational profile of our workforce, we are encouraged by the progress made during 2026. Through continued investment in the above initiatives, we remain committed to creating a workplace where all employees have equitable opportunities to develop, progress and succeed.



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