

**Gender Pay Gap Report**

**2024**

# A message from our CEO

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As an organization with over 250 employees, we have been publishing our gender pay gap data annually each December since 2022, in compliance with the Gender Pay Gap Information Act 2021. The CRC is a leading provider of services for children and adults with disabilities in Ireland, and we prioritise fostering diversity and inclusion within our organisation.

We are deeply committed to promoting a fair and equitable workplace. Publishing our gender pay gap allows us to evaluate our position and advance within the disability sector. As a team of dedicated professionals and experts in our field, we will leverage insights from this report to strengthen the Culture pillar of our strategic plan.

Currently, we report a negative gender pay gap, indicating that, on average, women earn more than men on an hourly basis. This reflects the existing gender composition within the CRC. Nonetheless, we remain steadfast in our commitment, like other employers across Ireland, to driving progress in cultivating talent equitably and advancing inclusivity in our workforce.

*Deborah Jacob, CEO*



**Why are we talking about Gender Pay Gap now?**

The Gender Pay Gap Information Act 2021 was signed into law in Ireland in 2021 and required all organisations with 250 employees or more to publish their gender pay gap information on an annual basis commencing December 2022 including any plans to address any gaps, as of 2024 all organisations of 150 employees or more are now required to report.

**What is the Gender pay Gap?**

The gender pay gap is the difference in the average hourly wage of men and women across a workplace. It compares the pay of **all** working men and women, not just in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work, rather it reports a gender representation gap.

There is a requirement to report on 7 key areas (see Appendix 1 for the full breakdown) and the two key measures are:

**The mean pay gap** – which is calculated by adding all employee’s pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.

**The median pay gap** – which is calculated by finding the midpoint across all employees’ hourly pay.

# CRC Gender Pay Gap 2024

**What is our Gender Pay Gap, and what is driving it?**

**2024**

 392

**Total Headcount**

 76.02% Female & 23.98% Male

**Mean Gender Pay Gap**

-12.91%

**Median Gender Pay Gap**

-30.57%

 **Ratio**

Our gender pay gap arises because more senior positions within the CRC are held by women; and those women in senior roles have, on average, more service, driving higher points on the pay scales.

While men made up 23.98% of our overall workforce in June 2024 when this snapshot of data was taken, only 20.14% in the upper quartile and 15.15% in the upper mid quartile were male, whereas 39.39% of these of the lower quartile were male.

**What are we doing to address our gender Pay Gap?**

Talent and Culture are one of the key pillars in our current 5-year strategic plan. Taking on board the numbers from the gender pay gap report, we will continue to focus on areas where we can encourage greater gender balance in all roles. In particular, we will focus on:

* **Recruitment** – we continually review our advertising and selection processes to ensure we are aiming to attract a more balanced applicant pool for all vacancies. In September 2023, we introduced Rezoomo – a Talent Acquisition platform which provides the functionality to review metrics on applicants for all roles advertised at the CRC. It is a useful tool to review and report on the gender diversity of applicants.
* **Progression** – like our overall recruitment process, we will continue to examine our internal progression processes to ensure there are no barriers to progression based on gender.
* **Training** – reviewing our internal training processes to encourage open access to all as part of career progression to more senior roles.

**Frequently Asked Questions**

**1) Why is our gender pay gap a negative figure?**

A negative figure means that women have a higher hourly rate on average. Because our team profile has an unequal representation of men at senior versus lower grades our gender pay gap is a negative figure. If the unequal representation was female led, the gap would be a positive figure.

1. **How can a gender pay gap be positive if pay discrimination is illegal?**

The primary factor that drives a gender pay gap is the under representation of one gender over another in higher paid roles, relative to the overall gender balance in the organisation, which creates a gap when you average all salaries.

Unequal representation is very different to unequal pay which occurs where men and women are potentially paid a different rate of the same or equal value role. Ireland has a very robust legal framework to prevent this form of discrimination, and equal pay for equal work is already enshrined in legislation.

1. **Does this mean men in the CRC are being paid less than their female counterparts for the same jobs?**

No, as an organisation within the Public Services sector we consistently apply the required pay scales applicable to each grade, regardless of gender. The gap is an average figure that reflects that there are fewer men in higher paid senior roles than women, and slightly more men in lower paid roles relative to the overall male: female ratio of 23.98% - 76.02% across the organisation.

1. **Are there penalties for having a gender pay gap?**

No, a gender pay gap is not a sign of an organisation doing something wrong. Instead, it is a metric at a point in time that is strongly influenced by unequal representation in higher paid roles versus lower paid roles.

1. **Is this an annual exercise?**

Yes, the original requirement to report in December 2022 was for organisations of 250 employees or more, as of 2024 organisations of 150 employees or more are required to report and from 2025 organisations of 50 employees or more will be required to report on an annual basis.

# Appendix 1

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is based on extract data as of June 2024.



 \*Where the result is shown as a plus number, the male rate is higher. Results shown as a minus number, indicate that the female rate is higher.

The following table outlines the percentage of females and males in each of the quartiles for 2024 and includes 2023 for comparison purposes.

