

The Alzheimer Society of Ireland

Gender Pay Gap Report 2022



THE ALZHEIMER  
SOCIETY *of* IRELAND

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## **Introduction**

The Alzheimer Society of Ireland is the leading dementia specific service provider in Ireland.

The Alzheimer Society of Ireland works across the country in the heart of local communities providing dementia specific services and supports and advocating for the rights and needs of all people living with dementia and their carers.

Our vision is an Ireland where people on the journey of dementia are valued and supported.

A national non-profit organisation, The Alzheimer Society of Ireland advocates, empowers and champions the rights of people living with dementia and their communities to quality support and services.

The Alzheimer Society of Ireland is an equal opportunities employer and is committed to promoting equality of opportunity and fair treatment for all employees.

## **What is the Gender Pay Gap?**

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The gender pay gap is different to equal pay which is an absence of equal pay for equal work. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work, the gender pay gap essentially is reporting on a gender representation gap.

Typically, if one gender holds more of the lower paid jobs in an organisation, the gender pay gap is usually wider.

## **Equal Pay vs Gender Pay**

An organisation can have a gender pay gap, and not have equal pay issues. The gender pay gap measures the difference in the pay of all men in a company and all women. It highlights any differences in the distribution of men and women across the workforce.

Generally, a higher proportion of men in higher paid roles leads to a gender pay gap as the average pay of men is higher compared to women. Equal pay is about ensuring that any differences in pay between men and women in the same job are not due to gender.

## **Why report on the Gender Pay Gap?**

Gender pay reporting appeared as a policy issue in both the Programme for Partnership Government and the National Strategy for Women and Girls 2017-2020 (NSWG), which proposed it as part of the solution to Ireland's labour market gender gap.

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022.

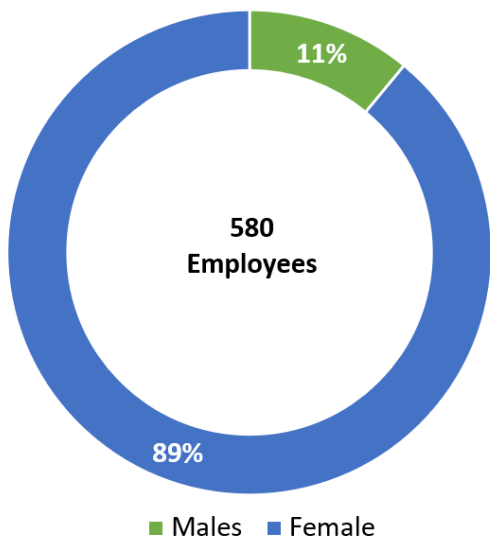
### **Overview of Gender Pay Gap Reporting**

The Alzheimer Society of Ireland one such organisation with over 250 employees and therefore is required to produce a report providing the following details:

1. The mean pay gap in hourly remuneration of male and female employees.
2. The median pay gap in hourly remuneration of male and female employees.
3. The mean pay gap in hourly remuneration of part-time male and female employees.
4. The median pay gap in hourly remuneration of part-time male and female employees
5. The mean pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.
6. The median pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.
7. The respective percentages of male and female employees who fall within each of:
  - (i) the lower remuneration quartile pay band,
  - (ii) the lower middle remuneration quartile pay band,
  - (iii) the upper middle remuneration quartile pay band, or
  - (iv) the upper remuneration quartile pay band,
8. The mean bonus remuneration of male and female employees.
9. The median bonus remuneration of male and female employees.
10. The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.
11. The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.

Based upon our current remuneration practices, points 8 to 11 listed previously are not applicable to The ASI as there is no bonus scheme in place or benefits in kind on offer to employees.

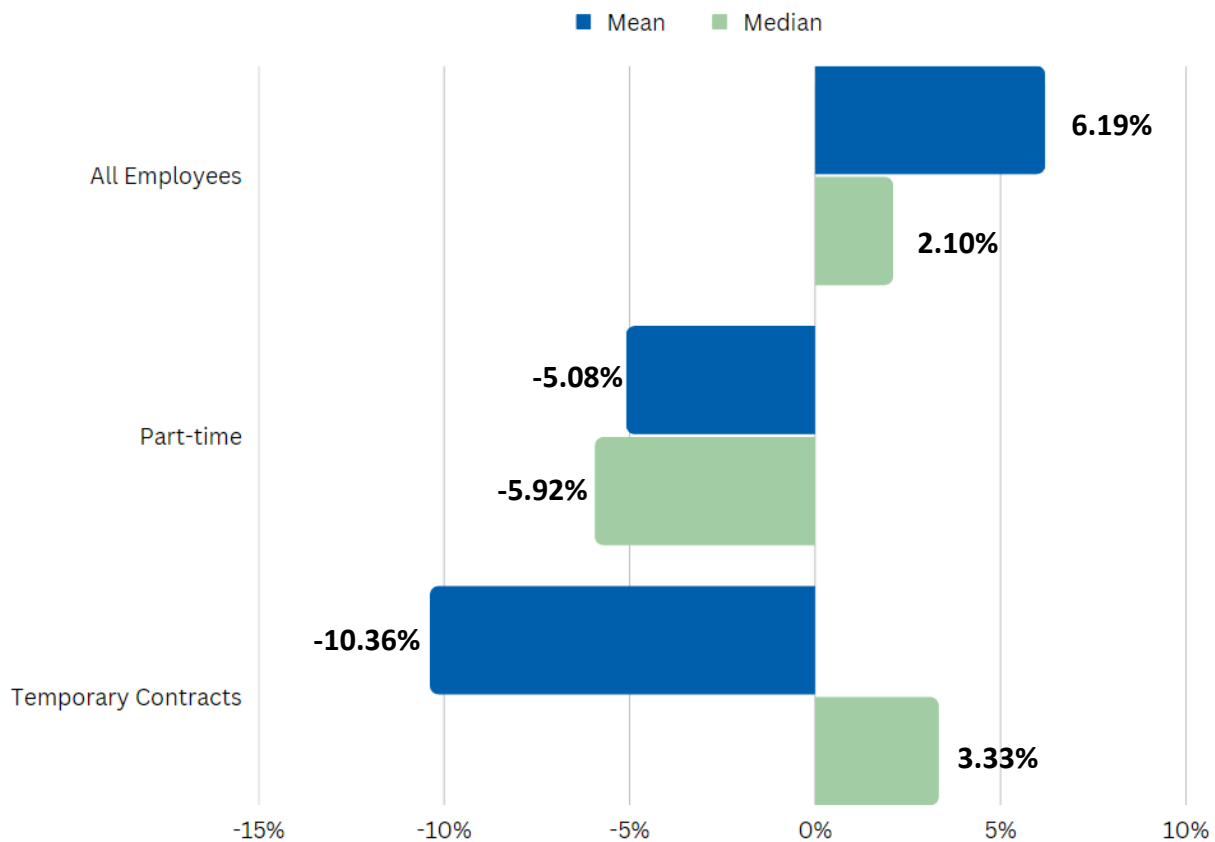
### Gender Pay Gap Data



Our organisation has a lower number of males across all roles with 89% of our entire workforce being female and 11% being male.

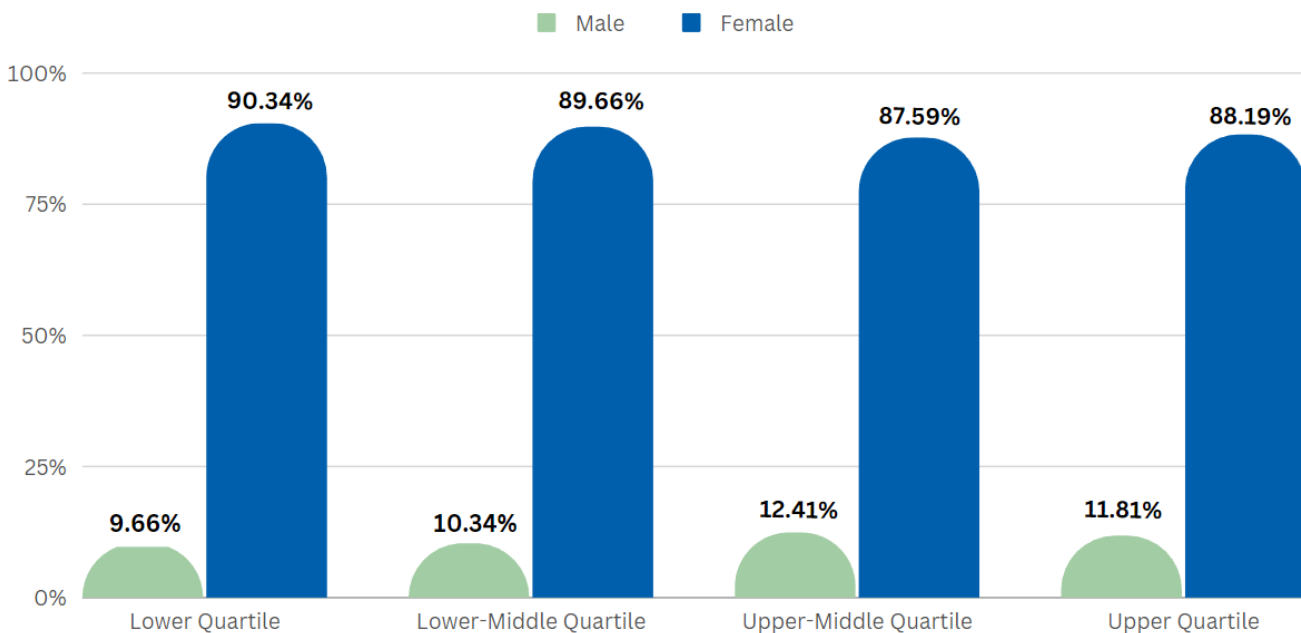
Despite movements towards greater gender diversity and awareness across a range of industries, stereotypes are often hard to redefine, and care is still seen by many as a 'traditionally' female role, both inside and outside of the home.

### Mean and Median of All Employees, Part-Time and Temporary Contracts



<b>Breakdown of Data</b>	
<b>Mean and Median of All Employees, Part-Time and Temporary Contracts</b>	
The mean pay gap in hourly remuneration of male and female employees.	6.19%
The median pay gap in hourly remuneration of male and female employees.	2.10%
The mean pay gap in hourly remuneration of part-time male and female employees.	-5.08%
The median pay gap in hourly remuneration of part-time male and female employees	-5.92%
The mean pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.	-10.36%
The median pay gap in hourly remuneration of male and female employees on temporary/fixed term contracts.	3.33%
The mean bonus remuneration of male and female employees.	0%
The median bonus remuneration of male and female employees	0%
The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.	0%
The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.	0%

### Gender Proportions in Each Salary Quartile



Breakdown of data Gender Proportions in Each Salary Quartile	
Lower Quartile Male	9.66%
Lower Quartile Female	90.34%
Lower-Middle Quartile Male	10.34%
Lower Middle Quartile Female	89.66%
Upper Middle Quartile Male	12.41%
Upper Middle Quartile Female	87.59%
Upper Quartile Male	11.81%
Upper Quartile Female	88.19%

### **What does the data tell us?**

We selected 30 June 2022 as our snapshot date meaning our reporting period is 01 July 2021 to 30 June 2022.

The majority of our employees, 89%, are female which has impacted the figures presented in this report.

Our mean pay gap stands at 6.1 % and of note our median pay gap is 2.10%. This is due to the strong representation of women across all levels and pay quartiles. The part time mean, and median pay gaps are in favour of woman, and this is also due to the number of females employed across The ASI.

When we look at the way in which the salaries of men and women sit within the pay hierarchy, through pay quartiles, again we can see here that women represent the higher majority in all quartiles. In the upper quartile, 11.81% of our employees in this section are male with 88.19% being female.

### **Equality among our employees**

In order to ensure both male and female employees are at the correct rate of remuneration, we commenced our Remuneration Regularisation Project this year. This purpose of this project is to ensure that by the end of 2024 employees will be at the correct level on the relevant pay scale for their role and length of service.

We have also sought to ensure we provide permanent contracts of employment of all employees unless there is a valid reason (e.g. maternity leave cover). This is a practice we hope to continue with going forward.