



Tuath Housing Association

2024 Gender Pay Gap Report

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1. Introduction & Approach

1.1. Introduction

Since 2022, Gender Pay Gap (“GPG”) reporting has been a legal requirement following the enactment of the Gender Pay Gap Information Act, 2021. Tuath Housing is pleased to share our Gender Pay Gap report for 2024.

This law requires organisations of over 150 employees to publish their GPG data, report on the reasons for the gaps and detail the measures being taken or proposed to be taken to eliminate or reduce the gaps. This is Tuath’s first year publishing its gender pay gap report.

The purpose of this report is to present our 2024 GPG data against the legislative requirements, analyse the key drivers of the gap noted and to provide an insight into how we plan to address the gap. Please note that our pay gaps are based on a 12-month pay cycle and our chosen snapshot date is 30th June 2024.

1.2. Key Terms

What is Gender Pay Gap Reporting?

A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. The Gender Pay Gap Information Act, 2021 and associated regulations requires employees to report their gender pay gap each year, and the measures that are being taken to eliminate or reduce the gap. The Gender Pay Gap Information Act was enacted in July 2021 and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. As of 2024, organisations with more than 150 employees are required to report, further decreasing to organisations with over 50 employees in 2025.

How is it Different to Equal Pay?

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

What is the Mean Pay Gap?

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women’s mean hourly pay and men’s mean hourly pay.

What is the Median Pay Gap?

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man).

What are Quartile Bands?

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

1.2.1. Comparing Median and Mean GPG

Mean and Median GPG offer different perspectives to understand an employer’s pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum. The influence of ‘extreme’ figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures however can bring keen insights into the pay structure at an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.

Under the Act, employers are required to report on:

1. **Hourly Pay:** the difference between the mean and median hourly pay of male and female employees.
2. **Bonus Pay:** the difference between the mean and median bonus pay of male and female employees, and the percentage of male and female employees who received a bonus.
3. **Part-Time Pay:** the difference between the mean and median hour pay of part-time male and female employees.
4. **Temporary Contracts:** the difference between the mean and median hourly pay of male and female employees on temporary contracts.
5. **Benefit in Kind:** the percentage of male and female employees who received benefits in kind.
6. **Quartiles:** the percentages of male and female employees in the lower, lower middle, upper middle and upper income quartiles.
7. **Context:** the reasons for any gender pay gaps.
8. **Actions:** the measures (if any) that the employer is taking to eliminate or reduce the gap.

2. Tuath Gender Pay Gap Figures for 2024

2.1. 2024 GPG Figures

Table 1 provides a summary of our 2024 headline GPG figures in accordance with the requirements of the Gender Pay Gap (Information) Act, 2021:

All Employees	2024 Figure
Mean hourly pay gap	6.34%
Median hourly Pay Gap	1.41%
Part Time Employees	
Mean hourly pay gap for part time workers	-80.05%
Median Hourly Pay Gap for part time workers	-60.51%
Temporary Employees	
Mean hourly pay gap for temporary workers	-10.97%
Median Hourly Pay Gap for temporary workers	-5.34%
Bonus Pay	
Mean bonus gap	0%
Median bonus gap	0%
Percentage of male employees who received a bonus	0%
Percentage of female employees who received a bonus	0%

Fig 1. Summary of Our 2024 GPG Figures

As Tuath is a charitable organisation, we do not pay our employees bonuses.

Quartile data

Male and female employees in Tuath fall within the following pay quartiles:

Quartile Percentages		
	% of Males	% of Females
Q4 - Upper Income Quartile	53.13%	46.88%
Q3 - Mid Upper Income Quartile	37.10%	62.90%
Q2 - Mid Lower Income Quartile	31.75%	68.25%
Q1 - Lower Income Quartile	48.44%	51.56%

Fig 2. Summary of our 2024 Quartile Data

2.2. Analysis of GPG

The following insights and analysis have been extracted from our 2024 GPG of 6.34%:

- There is significant variance amongst comparable charities and private organisations in the housing sector, but amongst these organisations, we present one of the lowest mean and median hourly pay gaps, as well as reporting GPG figures below the national average (9.6%)¹ and sectoral average (21%)². These figures are a recognition of our commitment to transparent, equal, and objective pay practices and we aim to continue to improve on these practices to further improve our GPG in the short and long term.
- GPG is higher in local offices outside Dublin compared to overall figures. When these offices are removed from the GPG calculation, overall mean GPG decreases to 2.57% from 6.34% and overall median GPG decreases to -0.53% from 1.41%. Improving gender balance across all four quartiles in all our offices is a priority for improving GPG in the long-term for us.
- When examining GPG for employees by grade, male employees represent circa 40% of employees at the most junior job grade and increasing to 50% at the most senior. Conversely, female representation decreases from 60% at the most junior grade to 50% at the most senior grade. We are committed to ensuring an equal distribution of employees by gender at all grades within the organisation where practical and feasible.

¹ <https://www.cso.ie/en/releasesandpublications/ep/p-ses/structureofearningsurvey2022/genderpaygap/>

² www.irishtimes.com/business/2023/02/28/gender-pay-gap-widest-in-finance-and-construction-sectors-report-finds/

3. How we are Addressing the Gap

3.1. EDI Statement & Practices

We have a published EDI Statement highlighting our commitment to a culture of equality, diversity and inclusion for all stakeholders, with regard to gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveler community. This commitment also extends to creating and maintaining a workplace where all colleagues can be their most authentic self at work.

This statement highlights several practices we have undertaken to achieve our stated commitment, including:

- Running events for notable days of the year, including International Women's Day, LGBTQ+ Pride, Autism Awareness Day, etc.
- Appointing an Equality, Diversity & Inclusion Officer to oversee, implement and champion diversity and inclusion initiatives across the organisation;
- Providing training programs for staff in relation to Unconscious Bias, Cultural Awareness and Dignity at Work.
- Ensuring policies, job descriptions and notice boards are free from gender-biased language; and
- Listening through open dialogue and other channels to the voices of employees, to not only understand their concerns and perspectives, but to act on them.

These practices aim to achieve a more equitable, diverse, and inclusive workforce by ensuring equality, diversity and inclusion is reflected in our values and embedded in our culture across the organisation.

3.2. External Accreditation

A further route which we have pursued to promote and develop EDI within the organisation is the Irish Centre for Diversity's Investors in Diversity Accreditation, a three-tier accreditation for both internal and external EDI activities and initiatives. We have achieved the Silver accreditation in recognition of the positive work we have undertaken to date, with the following areas highlighted as strengths by the ICD:

- We have strong policies and processes in place demonstrating our dedication to developing and maintaining an inclusive, supportive culture and diverse workforce, and make clear to employees that they will be treated with dignity and respect.
- Policies are shared during induction and new policies/changes are communicated to staff at meetings and via email.
- Staff and leaders in Tuath have attended EDI training delivered by the ICD.
- We have a good understanding of EDI with a good foundation of policies in place on which to build; and
- All Tuath employees are provided with access to an EAP service.

3.3. Policies & Practices

We have a suite of supportive and inclusive policies that significantly surpass the statutory minimums set out in employment legislation and top up salaries in several policy areas including maternity leave, paternity leave and adoptive leave beyond minimum statutory requirements.

In addition, we have also implemented a number of important EDI-related policies such as surrogacy leave, fertility treatment, pregnancy loss leave, life events, personal wellbeing, and a career break policy. This expansive suite of policies would be considered best in practice and demonstrate our commitment creating an inclusive culture where staff feel supported and encouraged.