

ALONE Gender Pay Gap Report 2024

Contents

1	Introduction	2
2	Definitions	2
	Gender Pay Gap (GPG)	2
	Employee Hourly Rate.....	2
	Mean Hourly GPG	2
	Median Hourly GPG	2
	Quartiles.....	3
	Snapshot Date	3
3	ALONE	3
4	Employment profile	3
5	Gender Pay Gap Metrics	3
6	Reasons for the differences relating to remuneration that are preferable to gender.....	5
7	Measures being taken, or proposed to be taken to eliminate or reduce such differences	5
8	Appendix 1	6
	Gender Pay Gap (GPG)	6
	Employee Hourly Rate.....	6
	Mean Hourly GPG	6
	Median Hourly GPG	6
	Quartiles.....	6
	Snapshot Date	6

1 Introduction

The gender pay gap is the difference in the average hourly wage of men and women across a workforce.

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

The Regulations which set out the detail on how these calculations are made are set out in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022. Regulations under the Act came into operation on 31 May 2022. The relevant definitions are set out in Appendix 1.

In May 2024 amendments were made to the 2022 regulations to reflect the obligation on organisations with over 150 employees to report their gender pay gap in 2024 by reference to their employees on a snapshot date in June 2024.

ALONE has over 150 employees and are reporting on their Gender Pay Gap for the first time.

2 Definitions

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 usually 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 the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Employee Hourly Rate

The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent's leave.

Mean Hourly GPG

The mean hourly gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median Hourly GPG

The median gender pay gap is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles

Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for Part Time Employees or for Temporary Employees.

Snapshot Date

Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12 month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

3 ALONE

ALONE is a national organisation that enables older people to age at home. Our work is for all older people and aims to improve physical, emotional and mental wellbeing. We have a National network of staff and volunteers who provide an integrated system of Support Coordination, Practical Supports, Support & Befriending, a variety of Phone Services, Social Prescribing, Housing with Support and Assistive Technology.

4 Employment profile

The Gender Pay Gap reporting snapshot date for ALONE was 30 June 2024. On this date the headcount of the organisation was 196 employees

The headcount profile is detailed in Table 1.

Headcount	Full time employees	Part time employees	Total employees	Of whom are temporary
Male	44	0	44	2
Female	147	5	152	12
Total	191	5	196	14

Table 1

5 Gender Pay Gap Metrics

The Gender Pay Gap Hourly Remuneration (Mean and Median) is set out in Table 2.

Gender Pay Gap Hourly Remuneration

	Mean	Median
All employees	11.58%	3.3%
Part time employees	Nil	Nil
Temporary employees	-6.91%	-2.11

Table 2

ALONE has no Bonus payments or Benefit in Kind payments in place. Therefore Gender Pay Gap Bonus is not applicable (see Table 3).

	Gender Pay Gap Bonus	
	Mean	Median
Bonus	Not Applicable	Not Applicable

Table 3

The per centage of employees in receipt of a Bonus and the per centage of employees in receipt of Benefit in Kind is also not applicable (see Table 4).

	Gender Pay Gap Hourly Remuneration	
	% of all Male	% of all Female
% in receipt of a Bonus	Not Applicable	Not Applicable
% in receipt of Benefit in Kind	Not Applicable	Not Applicable

Table 4

The gender breakdown of the organisation by Quartiles is set out in Table 5.

Pay Quartiles	Male	Female
1 - Lower	26.53%	73.47%
2 - Lower Middle	12.24%	87.76%
3 - Upper Middle	10.20%	89.80%
4 - Upper	40.82%	59.18%

Table 5

6 Reasons for the differences relating to remuneration that are preferable to gender

The ALONE workforce is predominantly female, with a female population of 77.55% compared to Male population of 22.45%.

This profile is somewhat typical of the Human Health and Social Work activities sector in Ireland.

Although there are more females than males working in each quartile there is a significant higher proportion of females working in front line roles (Quartiles 1, 2 and 3).

When looking at the entire organisation, this results in a higher average hourly pay for males.

7 Measures being taken, or proposed to be taken to eliminate or reduce such differences

Recruitment Specialist:

ALONE hired a professional recruitment specialist to ensure fair hiring practices. This step aims to attract a diverse talent pool, reduce bias.

Updating Recruitment Policies:

Recruitment policies have been revised to ensure a consistent and equitable approach to recruitment and selection processes.

Front Line Salary Enhancements:

The introduction of a starting salary of €34,000 in 2024 further enhance to €35,000 in 2025 for frontline employees provides a significant benefit to those in the lower salary quartiles (1, 2, and 3), promoting fair compensation and reducing disparities.

8 Appendix 1

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