

A woman with long brown hair and black-rimmed glasses is smiling and looking towards the left. She is wearing a dark red or maroon long-sleeved top. In the background, a computer monitor is visible, showing some blurred icons.

# Gender Pay Report 2022

At *ifac*, we recognise that our community is made up of people from diverse backgrounds with varying experiences and needs. We are committed to ensuring that gender equality, diversity and inclusion are embedded into our day-to-day working practices. We actively promote engagement, fairness, respect, gender equality, diversity, and inclusion.

*Ifac* is committed to treating all individuals and groups of individuals fairly and equally.

# Gender Pay Gap Report



**John Donoghue**

We understand and fully endorse the desire to address gender based pay inequality where it exists. At *ifac*, we believe in rewarding people in line with their experience, qualifications and performance, regardless of gender.

Unfortunately the current Gender Pay Gap reporting obligations will do little to identify or address gender pay inequality in the workplace. The current reporting format compares the pay of women and men without any correlation to a person's role or level of responsibility in an organisation. Therefore the gap being identified isn't a reflection of pay inequality for completing equivalent jobs.

At *ifac*, there is a 0% gender pay gap between women and men who hold equivalent roles.

In addition we have both women and men who hold unique roles (one person only in the role) where no comparable equivalent exists in the company. This would be common in businesses of our size.

## **Closing the "Gap."**

While the "Gap" identified under the current reporting obligations does not reflect a gender pay gap for equivalent roles, it does highlight a higher proportion of senior roles are held by men. We are actively closing the gap between the number of women and men in senior roles through a range of initiatives.

As a dad of three young women I am and have been for many years committed to ensuring *ifac* is an equal opportunities employer and a place where women can prosper and achieve their potential.

We look forward to the Gender Pay Gap reporting obligations being refined to deliver information of value and make a real impact on gender pay inequality in the years ahead.

## **John Donoghue**

*Chief Executive &  
Managing Partner*

# What is driving our gender pay gap?



*Ifac's gender pay gap arises because fewer senior positions within the firm are held by women. Ifac is addressing this issue:*

Through our Leadership Programme.



Through our Returners Programme.



Through our Mentorship Programme.



By encouraging women to apply for more senior roles.



By providing Learning and Development opportunities.



By providing flexible working options and family-friendly policies such as paid maternity leave.



## **Ifac is committed to:**



### **PROMOTING**

Promoting Gender equality, diversity and inclusion.



### **TREATED FAIRLY**

Ensuring that all recruitment candidates are treated fairly.



### **SUPPORTING**

Recognising the individual needs of those we employ and supporting them to develop to their full potential.



### **AWARENESS**

Building awareness and understanding of the benefits of promoting gender equality, diversity and inclusion.



### **EQUALITY**

Ensuring our policies, procedures and processes promote gender equality, diversity and inclusion.



### **OPPORTUNITIES**

Ensuring equal access to opportunities for those we employ.



### **OPPORTUNITIES**


Carrying out our work without bias and in a respectful manner.

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their gender pay gap across a range of metrics.

This report covers the 2021-2022 reporting cycle, using a snapshot date of 30th June 2022. This Gender Pay Gap Report relates to Irish Farm Accounts Co-operative Society Limited trading as *ifac*.

On the snapshot date, our total number of employees was 303. Our employment split was 42.90% male and 57.10% female.





## What is the gender pay gap?

- (a) The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- (b) The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender;
- (c) The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender;
- (d) The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender;
- (e) The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender;
- (f) The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender;
- (g) 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;
- (h) 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.
- (i) The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- (j) The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender;
- (k) The respective percentages of all 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, who are of the male gender and who are of the female gender.

The *ifac* mean gender pay gap:

  
**14.86%**

and the median gender pay gap:

  
**26.23%**

#### Pay difference between men and women

	Mean	Median
Year	2022	2022
Hourly pay	14.86%	26.23%

#### Pay quartiles

The charts below show the gender representation in each of our pay quartiles. Through our analysis of the pay quartile, we have determined that there is a higher proportion of men in the upper quartile.

	Men	Women	Total
Lower Quartile	38%	62%	100%
Lower Middle Quartile	23.53%	76.47%	100%
Upper Middle Quartile	56.86%	43.14%	100%
Upper Quartile	60.78%	39.22%	100%

#### Part-time employees' ratio

Men	4.17%
Women	95.83%

The mean gender pay gap for part-time employees is 5.51%, and the median is 3.71%

#### Bonus remuneration

No bonus remuneration is payable at the snapshot date.

#### Temporary Employees

All Temporary employees are paid the same rate. 0% gender pay gap.

#### Benefit in Kind

% of employees who received benefit in kind

	Men	Women
Year	2022	2022
% of employees	13.08%	4.62%