

Introduction

At Concern Worldwide (Concern) we are committed to being a diverse, inclusive and people focused organisation. We are committed to creating and supporting workplaces in which people feel valued and are enabled to succeed in their work.

Ultimately, we believe that delivering on this commitment will contribute to the delivery of our mission; *to help people living in extreme poverty achieve major improvements in their lives, which last and spread without ongoing support from Concern.*

This is Concern’s third year to produce the Gender Pay Gap report, and we believe that this report continues to support our workplace values of dignity, diversity, participation and inclusion, and reflects our focus on and commitment to advance equality, diversity and inclusion, specifically gender equality.

We have seen some slight fluctuation in our mean and median gender pay gap this year largely due to an increase in male employees and a decrease in the female employees at the upper middle quartile. We have also seen a decrease in representation between our female and male employees with a gender profile of 47%/53% respectively, showing a 3% decrease in the percentage of female employees since 2023.

Gender representation continues to be a focus area for Concern, and we remain committed to it and to equality, diversity and inclusion more broadly. This report will highlight our ongoing focus on and actions towards equality, diversity and inclusion as well as providing an overview of our results for this year.

Overview of 2024 Gender Pay Gap Analysis

The gender pay analysis and profile is based on annualised ordinary¹ pay effective 28 June 2024 (i.e. it reflects pay for the preceding 12 month period). The analysis within this report is based on those Concern employees that are employed on Irish contracts only.

This includes our ‘International Staff’, and a number of specific employees based in countries outside of Ireland who come under the auspices of the head office in Dublin. It does not cover staff employed by Concern UK or Concern South Korea or any employees directly employed in our 21 country programme offices.

For the reporting period, the total number of employees included in this report is 509 people.

All employees in this analysis are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

Headline Gender Pay Gap Figures

- Our overall gender profile is **47% female/53% male**. This represents a reduction in the percentage of female employees compared to the same reporting period for 2023, when 50% of the staff were female (a decrease of 13 females and an increase of 18 males).
- The percentage gap in **mean²** pay between male and female employees is **0.2% in favour of male employees**. This represents a decrease in the gap of 2.5% since 2023.
- The percentage gap in **median³** pay between male and female employees is **2.7% in favour of male employees**. This represents a 2% increase in the gap in favour of male employees since 2023.
- Our gender profile across quartile⁴ pay bands is:

2024			
QUARTILE	F	M	% DIFFERENCE FROM 2023
Lower	55%	45%	-5%/+5%
Lower Middle	43%	57%	+2%/-2%
Upper Middle	44%	56%	-8%/+8%
Upper	47%	53%	-1%/+1%
Total	47%	53%	-3%/+3%

1. Ordinary pay includes normal salary, allowances, overtime, shift premiums, pay for sick leave, salary top-up for statutory leave, pay for gardening leave and pay for piecework
2. Mean pay is calculated by adding the hourly rate for all male employees and dividing this by the number of male employees. The same calculation is carried out for female employees to allow us to identify the percentage gap
3. Median pay is calculated by sorting hourly pay rates for male employees from high to low and taking the mid-point figure. The same calculation is carried out for female employees to allow us to identify the percentage gap
4. Pay quartiles are calculated by splitting all employees into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of Concern.

- No benefit in kind was paid to any employee.
- During the analysis period 21 employees received **performance related pay**⁵ as a top-up to their salary (these are people employed as Telemarketers or as fundraisers by Concern Charity Trading). Out of the 21 employees, 12 were female and nine were male.
 - ~ The percentage gap in mean performance related pay was 57.4% in favour of male employees.
 - ~ The percentage gap in median performance related pay was 55.8% in favour of male employees.

Figures for Part Time Employees

- Our gender profile for part-time employees is 88% female/12% male (15 women and two men).
- The percentage gap in mean pay between part-time male and female employees is 100% in favour of female employees.
- The percentage gap in median pay between part-time male and female employees is 81.8% in favour of female employees.

Figures for Temporary Employees

- Our gender profile for temporary staff is 41% female/59% male (108 women and 155 men).
- The percentage gap in mean pay between temporary male and female employees is 0.3% in favour of female employees.
- The percentage gap in median pay between part-time male and female employees is 0.3% in favour of male employees.

What Do The Results Tell Us?

The results of our gender pay gap analysis are reflective of the wide range of policies and practices that underpin our commitment to being a diverse, inclusive and people focused organisation.

The results this year tell us that our overall gender pay gap in the staff group reported on for 2024, although increased since 2023, still remains marginal. This increase in favour of male employees is largely due to an increase of male employees in the upper middle pay quartile. Our gender pay profile is also heavily impacted by employee joiner, leaver and promotion activities.

This is something that we are very proud of and is a clear demonstration of our commitment to gender equality and inclusion.

Our Action Plan

Building on our strong foundations, we are committed to continually improving and enhancing our approach to all aspects of equality, diversity and inclusion. We will continue to take wide ranging actions at all stages of the employee life-cycle, ensuring our Equality, Diversity & Inclusion Strategy is embedded throughout all of our practices.

Some of the specific actions we took throughout 2024 and which will continue into 2025 to enhance our approach and try to reduce our gender pay gap further are:

- Remuneration – in 2024 we began implementing a newly designed global pay banding framework across all of our Concern offices and country programmes to ensure consistency, transparency and equity in the treatment of pay at the various stages of the employee life cycle irrespective of gender.
- Recruitment – we have carried out a thorough review of our recruitment processes and are now implementing actions to further embed an equality lens at every stage in the recruitment process, from role design, to interview, to on-boarding.
- Working conditions – promoting our flexitime, hybrid working and other terms and conditions, as a way of attracting more women into the organisation.
- Talent development – continuing to provide leadership development programmes and development opportunities for staff, with a particular focus on female participation in these.
- Specific supports – continuing to provide reasonable accommodation and specific supports to staff members who require these. We have also been able to reinstate our maternity leave pay to 100% of the employee's salary (it had been reduced to 80% in 2013 due to financial constraints).
- Leadership and culture – continuing to encourage our leaders to champion and role model our workplace equality, diversity and inclusion values by, amongst other things, further rolling out our Inclusive Leadership training modules for managers.

5. Concern operates a performance related pay structure for its Telemarketing team whereby all Telemarketers receive a basic salary which can be increased each month if certain performance targets are met. This performance related pay structure was also introduced in 2024 for our Street and Door Fundraising teams.