

ENABLE IRELAND
GENDER PAY
GAP REPORT



Enable Ireland is one of the biggest providers of disability services to children and adults in Ireland with over 13,000 service users and owners who benefit from our work every year. With over 1,400 employees, Enable Ireland is pleased to report on our gender pay gap in accordance with the requirements set out in the Information Act 2021. Enable Ireland services are provided at 45 locations by staff with a range of professional backgrounds. We work in partnership with state agencies, local communities and other voluntary organisations to support our stakeholders.

Our staff are kind, caring and bring expertise in a broad range of disabilities including development delay, autism, developmental co-ordination difficulties, speech and language disorders, global development delay and intellectual disabilities. Our Commercial Division across retail, warehouse and fundraising departments provides significant financial assistance to support the services to children and adults across Ireland.

All in Enable Ireland treat our responsibilities to equality, diversity and inclusion with the upmost importance, reflecting our community and the service users and owners whom we serve. Enable Ireland strongly supports a fair and equal opportunity workplace and we are now publishing our Gender Pay Gap report to benchmark our position. Enable Irelands Gender Pay Gap is a negative rather than a positive figure which reflects the existing gender balance in our workforce. In the year 2023, the average gender of employees was split; 15.13% male and 84.87% female.

This table shows the hourly gender pay gap across the range of metrics as required by the Information Act 2021. This information is based on precise data from June 2023.

ALL EMPLOYEES	MEAN (AVERAGE)	MEDIAN (MID-POINT)
Hourly Pay	-3.65%	-16.18%
Bonus Pay	0%	0%
Part Time Employees Hourly Pay	-12.07%	-13.60%
Temporary Contract Employees Hourly Pay	0%	0%
ALL EMPLOYEES	MALE	FEMALE
% of Employees Who Receive A Bonus	0%	0%
% of Employees Who Received A Benefit In Kind	0%	0%
EMPLOYEES BY PAY QUARTER	MALE	FEMALE
Lower	19.80%	80.20%
Lower Mid	15.75%	84.25%
Upper Mid	9.93%	90.07%
Upper	15.07%	84.93%