

## Irish Wheelchair Association Gender Pay Gap Report 2023

People are at the heart of everything we do at Irish Wheelchair Association. We are deliberately ambitious as a leader in our sector, driving positive change by listening, supporting, and empowering people with disabilities to live the life they choose.

### Our Vision

Irish Wheelchair Association has a vision of an Ireland where people with disabilities enjoy equal rights, choices, and opportunities in how they live their lives, and where our country is a model worldwide for a truly inclusive society.

Our employees are part of that vision and IWA looks to foster an environment where all employees have equal opportunities for professional growth and success. They are on the front-line supporting people in their communities to access the help they need, giving them control and choice over how they live their lives. We champion diversity and inclusion in the workplace.

In 2023, we were delighted to have placed seventh in the Sunday Independents Ireland's Best Employers Award. Pay is one of the areas we have focused on, and we are happy that this Gender Pay Gap Report demonstrates the result of our hard work.

### What is a Gender Pay Gap?

A gender pay gap shows the difference in the average pay between all men and all women in the workforce regardless of the nature of their work. It is expressed as a percentage of men's pay. It is a means of capturing whether women are represented.

### What are the key findings in this report?

This report reports on a snapshot from June 2023 in two main areas, the mean and median pay gap. **The mean pay gap relates to the gaps of the overall average hourly salary and currently sits at 3.87% in favour of males across IWA's total employees. Amongst part-time employees, the mean pay gap is at 3.52% in favour of females.**

**The median pay gap** measures the difference between the female mid-point hourly rate and the male mid-point hourly rate. In the case of IWA the female mid-point hourly pay is slightly higher, 0.67% higher, than the male mid-point hourly pay across all employees.

**The median pay gap for part-time employees shows that males earn -1.08% less than female employees.**

### In summary

This is our second-year reporting and overall, our results are quite positive with little change from 2022's report. IWA continues to proactively monitor equality across many areas including pay. Our commitment to equality is unwavering and it is embedded in our culture. Through continued vigilance and strategic initiatives, we strive to create an environment where every individual, regardless of gender, disability, race, religion, or sexual preference can thrive and contribute to our shared vision.

#### PATRON

Michael D. Higgins, President of Ireland

#### DIRECTORS

Mr Jonathan O'Grady (President), Mr Martin Kelly (Chairperson), Mr Dermot Murphy (Vice-Chairperson), Mr Donal Sands (Hon. Secretary), Ms Laura MacDermott (Hon. Treasurer), Ms Michelle Byrne, Mr David Barry, Mr James McCarthy, Mr Padraic Hayes, Ms Carmel Creaven, Ms Iqra Naseem, Ms Ann Marie Connolly, Mr Sean Bresnan, Mr Peter Smyth, Mr Mike Webster

**Acting Chief Executive Officer** Christopher Hoey **Company Secretary** Sam Toland  
**Company Registration No** 352483 **Charity Regulatory Authority** CRA 20007997  
**Registered Charity No** CHY 5393

I.W.A. Company Limited by  
Guarantee, operates under  
the registered name of  
Irish Wheelchair Association

Total Payroll	Mean	Median
Total Employees	3.87%	-0.67%
Part-Time Employees	-3.52%	-1.08%
Temporary Employees	-6.56%	-14.69%

Quartile Details	Female	Male
Quartile 1	74.46%	25.54%
Quartile 2	80.50%	19.50%
Quartile 3	83.21%	16.79%
Quartile 4	73.88%	26.12%

BIK Paid Portions*	
Female	0.27%
Male	3.06%

\* Some benefits in kind relate to seniority, and men have higher levels of representation in more senior roles, hence the existence of a gap.

Bonus Paid	No Irish Wheelchair Association Employees are paid a bonus.
Female	0.00%
Male	0.00%