

Irish Wheelchair Association Gender Pay Gap Summary Reporting
 Snapshot date 30th June 2024

Mean Details

Total Payroll GPG Reporting

Average/Mean Rate All Staff	
Gender:	
<i>Female</i>	
<i>Male</i>	
Mean Grand Total:	(In favour of Male) 2.85%

Part Time Employees

Average/Mean Part-time Rate	
Gender:	
<i>Female</i>	
<i>Male</i>	
Mean Grand Total:	(In favour of Female) -4.53%

Temporary Employees

Average/Mean Temporary Rate	
Gender:	
<i>Female</i>	
<i>Male</i>	
Mean Grand Total:	(In favour of Female) -8.28%

Quartile Details

	<i>Female</i>	<i>Male</i>	Total per Quartile:
Quartile 1	390	149	540
Quartile 2	427	113	540
Quartile 3	458	82	540
Quartile 4	403	137	540
Grand Total:	1678	481	2160

	<i>Female</i>	<i>Male</i>	Total per Quartile:
Quartile 1	72.22%	27.59%	100%
Quartile 2	79.07%	20.93%	100%
Quartile 3	84.81%	15.19%	100%
Quartile 4	74.63%	25.37%	100%

BIK Paid Portions:

<i>Male</i>	2.91%
<i>Female</i>	0.29%

Bonus Paid :

<i>Male</i>	0.00%
<i>Female</i>	0.00%

Median Details

Total Payroll

Median Rate All Staff	
Gender:	GPG Reporting
<i>Female</i>	
<i>Male</i>	
	(In favour of Female) -2.17%

Part Time Employees

Median Part-time Rate	
Gender:	
<i>Female</i>	
<i>Male</i>	
	(In favour of Female) -1.87%

Temporary Employees

Median Temporary Rate	
Gender:	
<i>Female</i>	
<i>Male</i>	
	(In favour of Female) -12.22%