



An Ghníomhaireacht
Tithíochta
The Housing Agency

Gender Pay Gap Report 2024



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Introduction

As Interim CEO of The Housing Agency, I am pleased to present our 2024 Gender Pay Gap Report. This report marks a significant step forward in our ongoing commitment to equality, diversity, and inclusion.

Gender equality is at the core of our organisational culture, and we view this report not just as a regulatory requirement, but as an opportunity to reflect on our progress, understand areas for improvement, and continue to foster an environment where all employees can thrive.

We acknowledge the challenges highlighted by the gender pay gap figures and remain committed to narrowing this gap through proactive initiatives.

Our efforts to create a more balanced and inclusive workforce will ultimately contribute to the long-term success of The Housing Agency, ensuring that we are well-positioned to meet the evolving housing needs of Ireland's diverse communities.

David Silke, Interim Chief Executive Officer



About The Housing Agency

The Housing Agency and Sustainable Communities Agency (Housing Agency) is a public body that was formally established in 2012 under the Local Government Services (Corporate Bodies) Act 1971, (as amended) as a non-commercial state agency. We work with the Department of Housing, Local Government and Heritage, Local Authorities, Approved Housing Bodies, and others, in the delivery of housing and housing services. The Agency offers a broad base of shared and centralised services through practical, research and technical expertise to deliver high-quality homes in vibrant communities.

The Housing Agency undertakes a range of activities to support and deliver on various policies, schemes and programmes that aim to make housing work better for everyone.

These include:

- Acting as a Trusted Adviser to the Government on housing-related matters.
- Producing high-quality housing insights and data to inform stakeholders.
- Supporting the delivery of housing supply.
- Implementing and advising on schemes to improve affordability and viability.
- Providing expertise and technical assistance in relation to remediation and building defects.
- Supporting innovation and facilitating implementation.
- Providing support to promote sustainable and inclusive communities.

The Housing Agency has, and will continue to have, a major role in affordable purchase housing and cost rental housing. The Housing Agency plays a role in the management of remediation schemes, including the Pyrite Remediation Scheme, Apartment Defects Scheme and the Defective Concrete Blocks Grants Scheme. The Housing Agency is also involved with Housing First, the National Housing Strategy for Disabled People, the Mortgage to Rent Scheme, and the Cost Rental Tenant in-Situ Scheme.



We act in a fully accountable and transparent manner by adhering to the Code of Practice for the Governance of State-Sponsored Bodies and the Public Spending Code.

The Agency is governed by an independent Board appointed by the Minister for Housing, Local Government, and Heritage. It currently has approval for 219 staff with continued growth in the workforce expected in the coming years as The Housing Agency's role and remit continues to evolve in line with the Government's focus on housing generally. As Budget 2025 provides €6bn for housing this focus is likely to intensify further.

It is critical that The Housing Agency is well placed and well led to play its important and growing part in delivering sustainable and affordable housing for all. The Agency is working at the centre of one of the most critical societal issues facing the country and supports Government in addressing the challenges in delivering its mandate under the Programme for Government.

The Housing Agency's Purpose

Our purpose is to accelerate housing supply, in partnership with our key stakeholders by providing our expertise, support and resources to deliver high-quality homes in vibrant communities.

We deliver our purpose across three broad themes, which are supported by a continued focus on organisational excellence.



The Housing Agency's Values

The values of the Agency set the standard for the way we work with colleagues and stakeholders. In this strategic period 2025-2029, we will continue to embed our values throughout the organisation to guide and inform everything we do.



We have placed people at the centre of everything we do to highlight the importance of our staff, our stakeholders, and the people we are working with to support their housing needs.

Further information on The Housing Agency is available at www.housingagency.ie.



Gender Pay Gap Reporting 2024

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. From 2022, organisations with over 250 employees began reporting on their Gender Pay Gap. Now, organisations with over 150 employees are being asked to report on their Gender Pay Gap for the first time in 2024.

2024 is the first year that The Housing Agency will report on its Gender Pay Gap.

Organisations are asked to select a 'snapshot' date in the month of June. For The Housing Agency the snapshot date is 27th June 2024. Organisations have six months to prepare their calculations, before reporting six months later during December 2024.

What is meant by the Gender Pay Gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in The Housing Agency are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay.

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave, are included in the report. The mean and median figures must also be given separately for part-time and temporary employees.



Methodology

To generate our Gender Pay Gap report, we looked at rates of pay across The Housing Agency. There are three measures used to provide the Gender Pay Gap Report that are applicable to the Agency.

1. Mean Gender Pay Gap

All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a percentage of men's pay. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

2. Median Gender Pay Gap

All male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a percentage of men's median pay. This can provide a more accurate representation of the 'typical' differences in pay.

3. Quartile Pay Bands

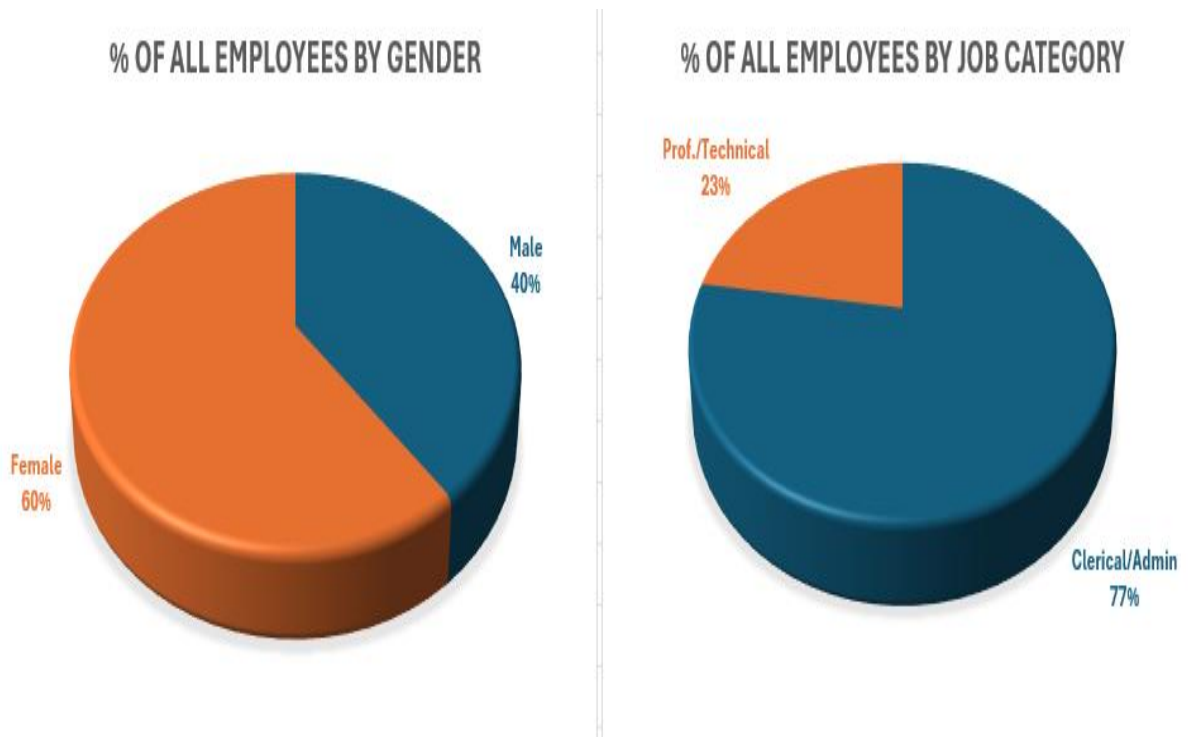
Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of hourly pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



The Housing Agency Gender Figures

The two charts below illustrate our workforce demographics as at the snapshot date of 27th June 2024, based on a total of 182 employees.

The Housing Agency Headcount on 27th June 2024



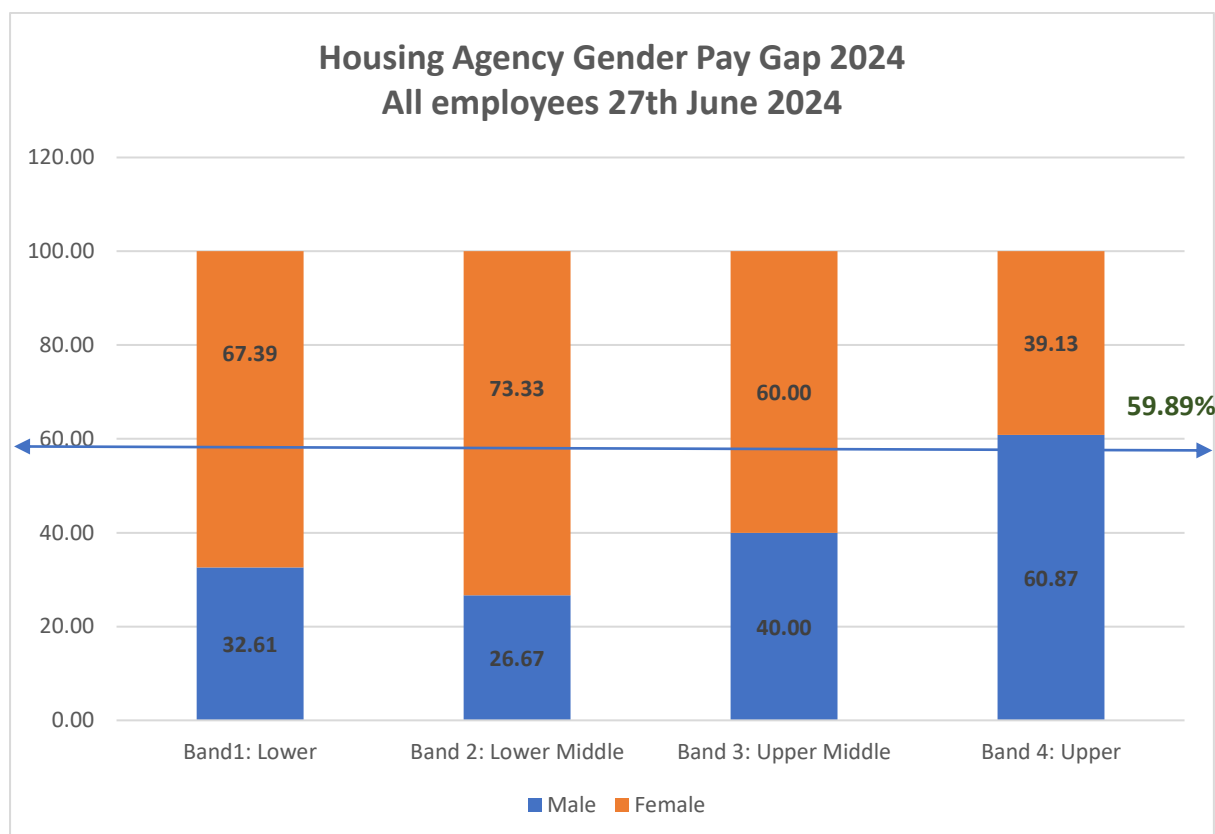
Headcount	Full-time	Part-time	Temporary	Total employees
Male	69	0	4	73
Female	105	1	3	109
Total	174	1	7	182



Mean and Median Gender Pay Gap and Pay Band Quartiles - All Employees

All employees on 27th June 2024

Mean Gender Pay Gap	Median Gender Pay Gap
17.52%	12.08%



The gender breakdown of all employees on 27th June 2024 is 59.89% female and 40.11% male. This split is represented by the arrowed line in the above diagram.

Looking at the distribution of employees across the four **Quartile Pay Bands** helps us examine pay at different levels of the organisation. These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile.



Mean and Median Gender Pay Gap and Pay Band Quartiles – Part-Time Employees

On 27th June, 2024, there was only one employee on a part-time contract. However, all Housing Agency staff are eligible to apply for temporary reductions in working hours under the organisation’s family-friendly and flexible working policies. These include options such as Work-Sharing and the Shorter Working Year scheme. At the time of the snapshot of 27th June 2024, 20 staff were availing of reduced working hours.

Mean and Median Gender Pay Gap and Pay Band Quartiles – Temporary Employees

Temporary employees on 27th June 2024

Mean Gender Pay Gap	Median Gender Pay Gap
57.45%	-4.93%

As of 27th June 2024, the total percentage of employees on temporary contracts was 3.84%. Of these, 43% were female, and 57% were male. The substantial difference in the mean gap is explained by the fact that this category includes our Chief Executive, who is employed on a 5-year fixed-term contract, as well as interns and work/community placements currently working with The Agency in a temporary capacity.

Bonuses and Benefit-in-kind

Bonuses and benefit-in-kind payments do not apply within The Housing Agency.

Factors that can have an Impact on the Gender Pay Gap

At The Housing Agency, all employees are paid equally for work that is identical, comparable, or of equal value, regardless of gender. However, variations in pay can arise due to several factors, including:



- **Occupational segregation:** Certain job categories or roles may traditionally attract more males or females.
- **Staff movements and length of service:** Incremental pay scales mean that newer employees may earn less than those with longer service.
- **Gender representation in senior roles:** A small number of higher-paid employees in senior positions can significantly impact average pay figures.
- **Gender distribution in lower-paid roles:** A larger number of employees in lower-paid roles can also skew averages.

A reported gender pay gap does not indicate unequal pay for the same job but reflects that, on average, males tend to occupy higher-paid positions more often than females.

How does The Housing Agency Support Gender Equality

In compliance with the Gender Pay Gap Information Act 2021, 2024 marks the first year The Housing Agency has reported on its gender pay gap. However, equality and inclusion have always been integral to our work and will remain a core focus moving forward.

Recruitment Practices

The Housing Agency is an equal opportunity employer committed to fostering a culture of equality. We actively promote equal opportunities through an open and inclusive recruitment and selection process. This includes providing appropriate assistance and accommodations, such as accessible interview facilities and necessary equipment, to ensure fairness for all candidates.

All our interview boards are gender-balanced and receive comprehensive training to uphold these standards. Additionally, our careers website emphasises family-friendly and flexible working options, while our job descriptions and advertisements are designed to be gender-neutral.



Access to Opportunities

We provide an extensive range of learning and development offerings which support staff to thrive and reach their full potential, with bespoke Leadership Development programmes now required training for all senior and middle managers. We actively promote our Education Support Programme and over 75% of participants during this reporting period were female.

There are also strong career progression opportunities within The Agency with training available to all employees to help them prepare for job applications and interviews.

Women in Leadership

Our Senior Management Team comprises the following gender balance 66% male and 34% female and our Board is 50% male and 50% female. A critical element of our New People & Cultural Strategy in 2025 will be to ensure that we continue to work on developing Women in Leadership through our L&D programmes.

Work Life Balance

We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, and work-sharing. We also provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs for our staff.

Blended Working

Blended working is now well established at The Housing Agency and forms an integral part of our flexible working policies.



Our Commitment to Equality, Diversity & Inclusion

Supporting different groups of individuals, including people of different races, ethnicities, religions, abilities, genders, and sexual orientations is integral to our business and empowering our employees. Fostering an inclusive, safe and cohesive work environment is essential to ensure employees feel welcome and valued. Our role in EDI extends beyond our own workforce and The Housing Agency is committed to ensuring differences are respected and customers, clients and employees are treated without discrimination.

Our EDI Activity

The Housing Agency has undertaken various initiatives to date which demonstrates our commitment to EDI. We will continue to promote respect, dignity, safety, and equality in the workplace, ensuring all employees are aware of their responsibility to create a safe and inclusive work environment. We will continue to deliver this commitment through enhancing and improving our current EDI activities and policies.

- Training and Awareness Sessions
- EDI Working Group
- The Housing Agency Community Gain
- Dignity at Work Policy

In 2023, the Housing Agency signed up to the Diversity Charter Ireland showing commitment to promoting diversity, equality and inclusion throughout the Housing Agency. Diversity Charter Ireland is a network of signatory organisations seeking to build best practice in promoting diversity, equality and inclusion in their workplaces. By signing Diversity Charter Ireland, organisations make public a statement of commitment, to address diversity, equality and inclusion in the workplace in a framework that is tailored to the Irish context.



We have also partnered with the Irish Centre for Diversity to assist us in our EDI journey and received Bronze accreditation in 2023 and Silver accreditation in 2024. The Silver accreditation provides a benchmark of performance against other organisations and nationally and has provided The Housing Agency with insights into key strengths and areas that require improvement.

Great Place to Work accreditation

Our Great Place to Work accreditation in 2024 and 2025 demonstrates our commitment to fairness, inclusivity, and equity, which directly supports efforts to reduce the gender pay gap. Employee feedback collected during the GPTW evaluation ensures that perceptions of fairness and inclusivity are validated, holding The Housing Agency accountable for equitable treatment. By benchmarking against global best practices and fostering a culture of trust, we are taking concrete, measurable steps to close the gender pay gap and demonstrate our commitment to creating an equitable workplace for all.

Health and Wellbeing

The health and wellbeing of our employees are our top priorities, and we strongly value maintaining a healthy work-life balance. The Housing Agency provides a range of comprehensive occupational health and wellbeing initiatives, including an Employee Assistance Programme, health screenings, and access to wellbeing webinars and courses.

Dignity at Work

We promote and support a culture of dignity, respect and equality which is supported through our Dignity at Work Policy.



Public Sector Duty

We integrate the Public Sector Duty into every aspect of our work. This duty, outlined in Section 42 of the Irish Human Rights and Equality Commission Act 2014, requires public bodies to eliminate discrimination, promote equality, and protect human rights for both staff and service users.

We recognise the shared goals of the Public Sector Duty and Gender Pay Gap reporting, and publishing this report highlights our commitment to the three-step process recommended by IHREC: Assess, Address, and Report.



