

GENDER PAY GAP REPORT 2024



Foreword

David Courell, CEO



I am proud to share the Football Association of Ireland's Gender Pay Gap Report for 2024. This report not only reflects our progress but also highlights where we need to go next as we work toward creating an organisation that is truly inclusive and equitable for all.

Football has long been a male-dominated space, and this is mirrored in our workforce, where 80% of main payroll staff are men, while women are largely represented in casual roles. These women play a vital role at the heart of our game and harnessing their potential to lead and shape football's future remains our priority.

Encouragingly, there is real momentum behind us. Over the past year, we've seen a 7% growth in clubs offering women's football, and our upcoming Women and Girls Strategy will create stronger pathways to drive participation at all levels of the game.

Internally, we are rolling out leadership programs, staff training, and grassroots initiatives to ensure we are building an organisation that champions fairness and inclusion.

This report also highlights challenges, such as a 6% pay gap in our main payroll staff and the underrepresentation of women in senior positions. We know there's more work to be done. While our board is already gender balanced as part of our new Memorandum of Understanding with the Government, we are committed to achieving 40% gender balance across our committees, and General Assembly by 2026.

At the FAI, we believe in football's unique power to bring people together and inspire change. By embedding equity and opportunity in everything we do, we can create a legacy of inclusion and ensure football truly reflects the richness of the communities it serves.

Sincerely,

David





INTRODUCTION

The Football Association of Ireland is committed to fostering a workplace where everyone has an equal opportunity to succeed. This Gender Pay Gap Report represents a key step in analysing, understanding, and addressing pay disparities across our organisation.

The purpose of this report is to provide a transparent account of our gender pay gap, identify the factors driving it, and outline actions to promote fairness and inclusivity. Beyond compliance with gender pay gap legislation introduced in Ireland in July 2021, the FAI sees this as an opportunity to champion gender equality both within our organisation and across the wider football community.

To understand the insights in this report, it's important to consider the structure of our workforce. The FAI employs two distinct groups: main payroll staff and casual staff. Main payroll includes full-time, part-time, and fixed-term employees regularly paid on a monthly basis, totalling 248 individuals. Casual staff, in contrast, are employed intermittently based on activity such as supporting our international camps and include 464 individuals, with an average of 37.5% paid in any given month. When combined, this represents approximately 422 staff members regularly paid by the FAI on a monthly basis.

This workforce composition is a critical factor in analysing our gender pay gap. Casual roles often carry higher hourly rates, influencing the overall figures, while main payroll data offers a clearer view of our permanent workforce. These insights provide essential context as we work to create a more equitable and inclusive workplace.

WHAT IS THE GENDER PAY GAP?

To fully appreciate the insights in this report, it is important to understand what the gender pay gap represents—and what it does not.

The gender pay gap is a measure of the difference between the average hourly earnings of men and women across the entire organisation, irrespective of roles or seniority. This is distinct from equal pay, which ensures that men and women receive the same pay for performing the same or equivalent work.

In the statistics outlined in the report below, a positive gender pay gap indicates that the average pay for women is lower than that for men, while a negative gender pay gap means the average pay for men is lower than that for women.

In this report, we use two key metrics to calculate the gender pay gap:

- **Mean Gender Pay Gap:** This is the average difference in hourly pay between men and women.
- **Median Gender Pay Gap:** This represents the middle point of the pay range when all employees are sorted from highest to lowest paid.

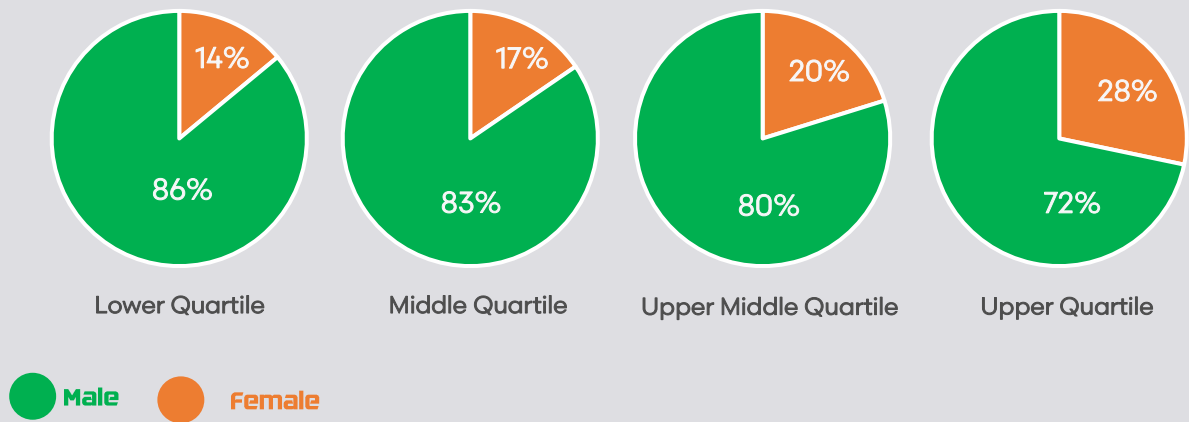
Under Ireland's Gender Pay Gap Information Act 2021, organisations are also required to report on additional metrics, including pay quartiles and bonus disparities, which are detailed in the subsequent sections of this report. This ensures a comprehensive and transparent analysis of pay equity across all levels of the organisation.

ORGANISATIONAL PROFILE

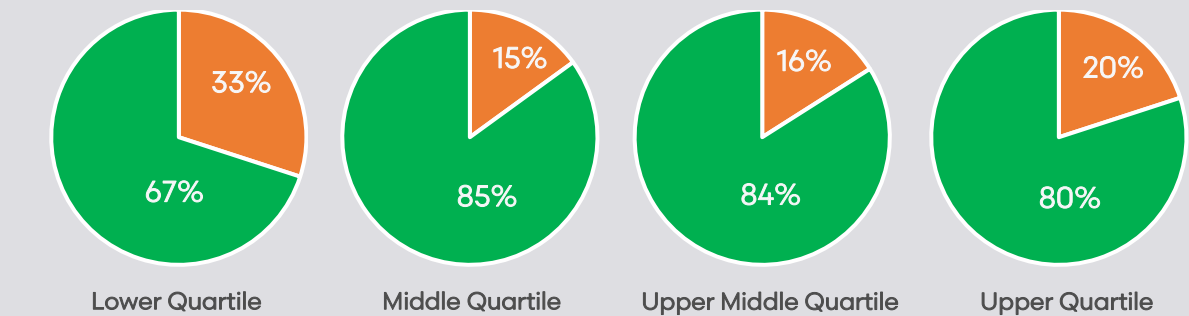
Defined from 30th June 2023-2024



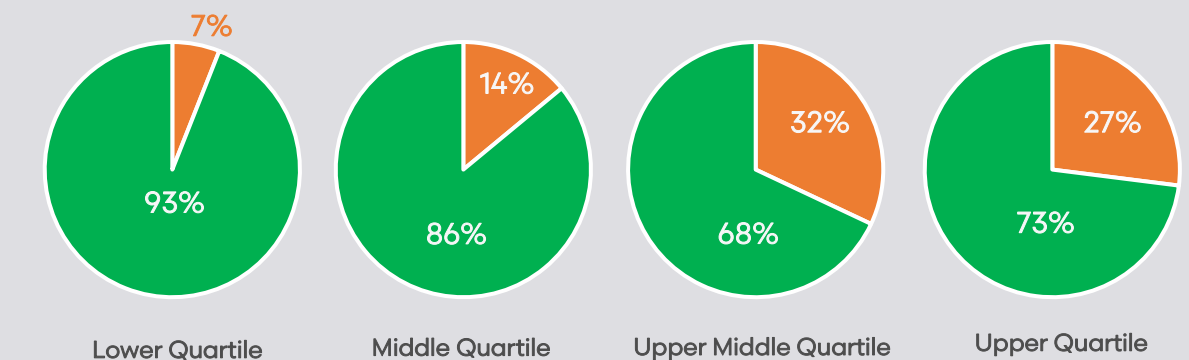
GENDER REPRESENTATION ACROSS PAY BANDS – All Staff

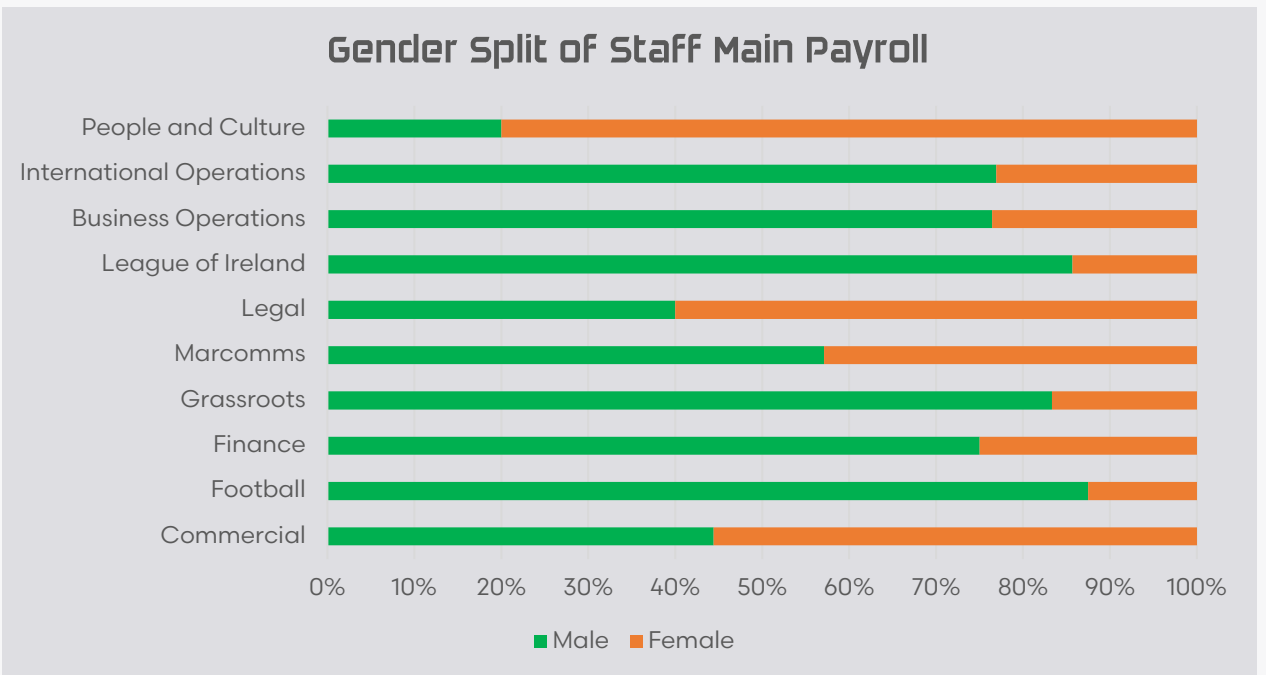
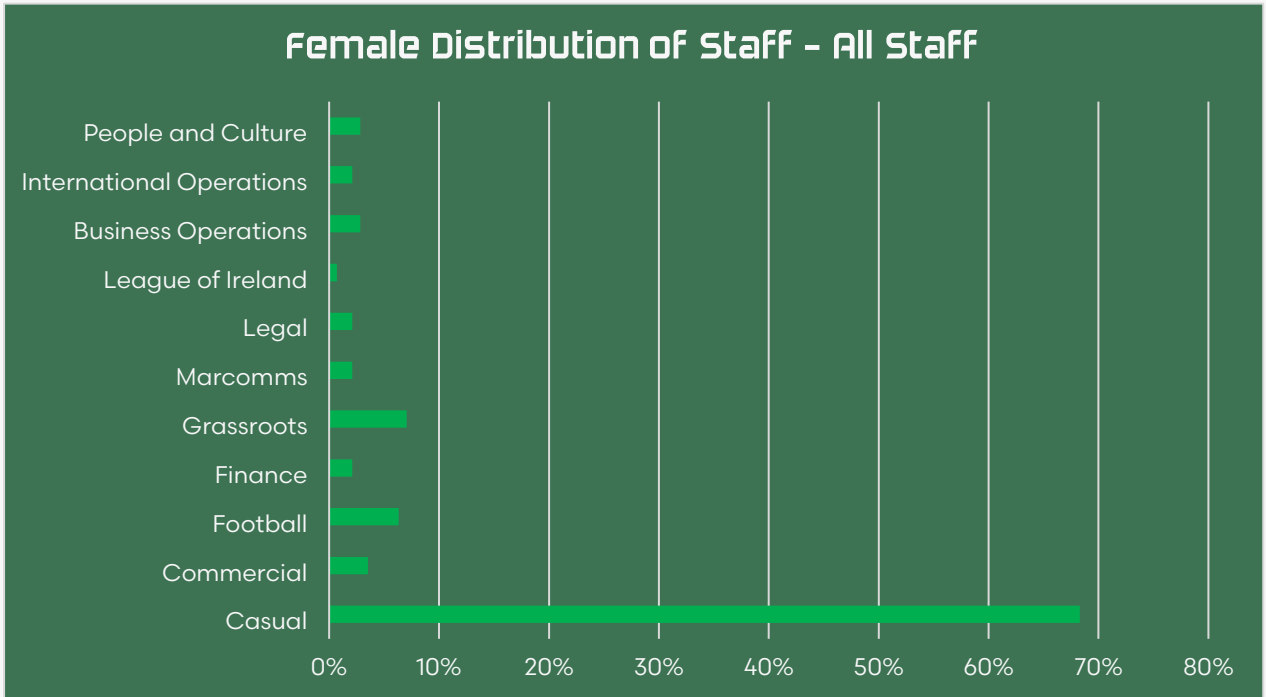


GENDER REPRESENTATION ACROSS PAY BANDS – Main Payroll Staff



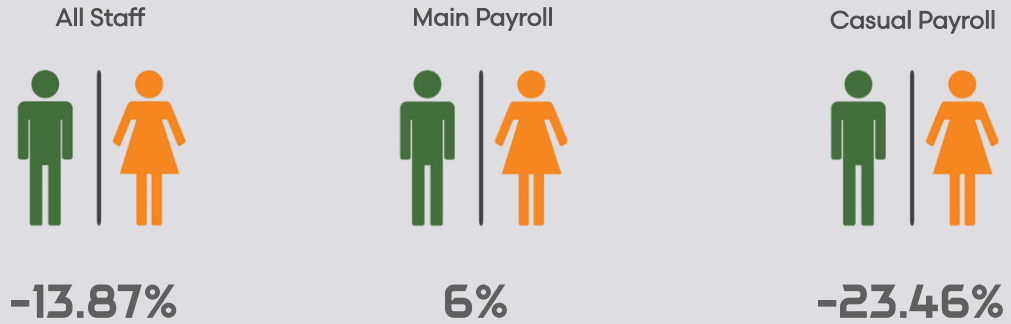
GENDER REPRESENTATION ACROSS PAY BANDS – Casual Payroll Staff



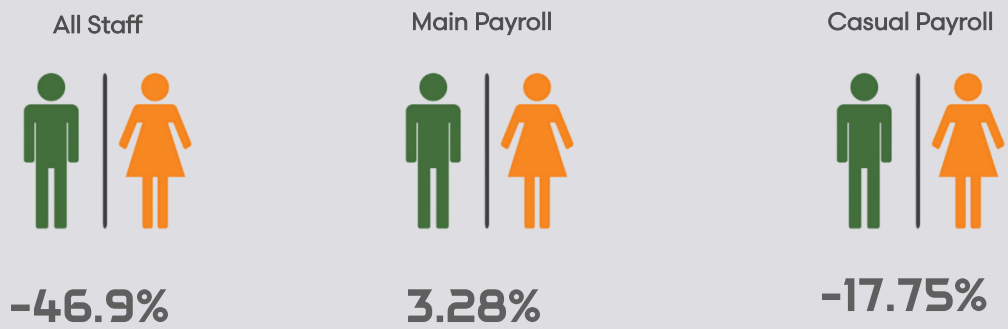


RESULTS

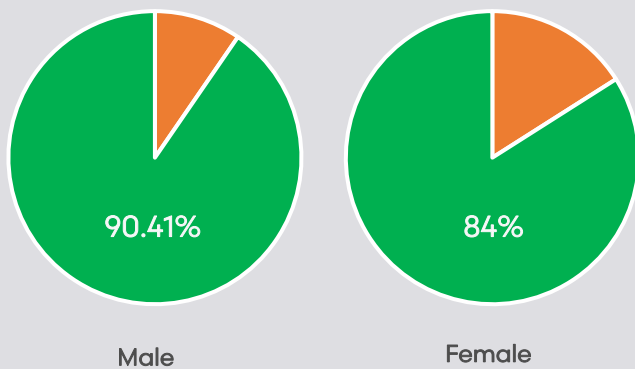
Mean Hourly Remuneration



Median Hourly Remuneration



% Main Payroll Staff Receiving Bonus Remuneration



Mean Bonus Remuneration – Main Payroll

-5.31%

Median Bonus Remuneration – Main Payroll

0%



ANALYSIS

The Football Association of Ireland operates in a sector with a traditionally strong male presence, reflected in the organisation's workforce, where 80% of staff are male. This gender composition influences the overall gender pay gap in several ways, particularly when examining the makeup of the workforce across different employment types.

Impact of Workforce Structure

A significant factor affecting the gender pay gap is the distinction between casual staff and full-time staff (main payroll). Main payroll employees, who are regularly employed by the association, make up only 32% of the total workforce. In contrast, 64% of the FAI's female employees fall under the casual staff category, which encompasses short-term, intermittent, and contractual roles. These roles tend to offer higher hourly rates due to their contractual nature and market-based pay scales, rather than reflecting the regular day-to-day payroll of the association.

This skew in workforce composition results in a mean hourly remuneration gap showing women earning 13.87% more than men. However, this figure is misleading as it is disproportionately influenced by the higher hourly pay of casual staff, where women make up a substantial proportion. Analysis of pay quartiles supports this, with casual staff more frequently appearing in the Upper Middle and Upper Quartiles. Within the main payroll cohort, only 20% of Upper Quartile positions are held by women, highlighting the underrepresentation of women in senior leadership roles. This underscores the need to develop more pathways for women to progress into higher-level positions within the association.

A Closer Look at Regular Staff

A more accurate representation of pay equity is observed when focusing exclusively on main payroll employees, where the mean gender pay gap is 6%, and the median gap is 3.28%. These figures indicate a smaller disparity and align more closely with the overall structure of the organisation. However, even within this cohort, there remains work to ensure equal opportunities for women in leadership and decision-making roles.

Bonus Pay Analysis

The analysis of bonus remuneration indicates that a significant portion of both male (90.41%) and female (84%) staff receive bonuses, primarily due to a small gifts clause which staff are eligible for. The mean bonus remuneration is 5.31% higher for women.

This figure is likely influenced by the fact that the mean is calculated for a smaller group of women—approximately 20% of the staff—compared to 80% of men. Consequently, any higher bonus payments tied to performance-related benefits have a larger impact on the smaller female cohort. In contrast, men's bonuses are distributed across a larger group, leading to a smaller percentage change.

The median bonus gap stands at 0%, indicating parity in bonus distribution across genders. Based on these factors, it is reasonable to expect that as gender representation continues to evolve, the mean bonus gap will decrease and align more closely with zero.

Representation Across Departments

Encouragingly, female representation among regularly employed (main payroll) staff is well-distributed across most organisational departments, with only the League of Ireland and Grassroots divisions falling below the 20% female representation mark. While these trends align with broader industry challenges in football and sport, the FAI is committed to increasing female representation across all areas, particularly in senior leadership positions. Ensuring diversity at every level of the association remains a key priority as we strive toward a more inclusive organisational culture.



ACTIONS

The Football Association of Ireland (FAI) is committed to fostering an equitable and inclusive environment. To achieve this, the following initiatives are being developed with some already in the process of implementation:

1. Strengthen Recruitment and Career Pathways

Targeted Recruitment Campaigns: Collaborate with women’s networks in sport to understand why females are not applying for certain roles, with a view to adapting job descriptions to remove barriers for female applicants. Ensure job advertisements use gender-neutral language to attract diverse candidates.

Leadership Development: A Leadership Programme was launched in October 2024 to provide clear pathways for women to progress into senior roles.

Pathways for Casual Staff: Create structured opportunities for casual staff to transition into full-time positions, supporting long-term career development.

Visibility and Inspiration: Champion the successes of female employees through media, public engagements, and internal communications to inspire current and prospective staff.

2. Build Awareness and Reduce Bias

Staff Training: Provide mandatory training for all hiring managers, senior leaders, and staff involved in recruitment or promotion processes to ensure fair and inclusive decision-making.

Highlight Role Models: Regularly recognise and celebrate the achievements of female staff to reinforce a culture of equity and inclusion.

3. Enhance Opportunities in Football-Specific Roles

Female-Only Coaching Programmes: Introduce exclusive coaching and technical development initiatives to encourage women to pursue roles in football operations.

Grassroots Engagement: Expand grassroots programmes with a focus on empowering women to take on football-related roles, including coaching, officiating, and administration

CONCLUSION

The Football Association of Ireland (FAI) is committed to building an organisation that reflects the values of equity, diversity, and inclusion. This Gender Pay Gap Report highlights the challenges we face, but more importantly, it demonstrates our resolve to address them. While progress has been made, there is still significant work to be done to achieve true gender equity across all levels of the association.

By implementing targeted recruitment strategies, creating opportunities for women to advance into leadership and football-specific roles, and fostering an inclusive workplace culture, we are laying the foundation for meaningful change. Our actions will be underpinned by transparency, accountability, and a focus on empowering all employees to reach their full potential.

The FAI's overarching goals to increase representation, foster inclusion, and drive progress serve as a guiding framework for these efforts. We recognise that this journey requires sustained commitment and collaboration, and we welcome the ongoing support of our staff, stakeholders, and the wider community as we work towards a more equitable future for all.