Gender Pay Gap Report 2025

Fórsa is a trade union representing members in the public service, as well as the commercial sector, state agencies, some private companies and in the community and voluntary sector. Along with our work representing our members, Fórsa is an advocate for quality public services, and a fairer and more egalitarian society. This included campaigning for the introduction of mandatory gender pay gap reporting.

Fórsa is also an employer in its own right. This year, in accordance with the Gender Pay Gap Information Act 2021, we are pleased to publish our first gender pay gap report.

Our Gender Pay Gap Metrics

The results below set out the gender pay gap metrics for Fórsa, with a snapshot date of 1 June 2025 and a reference period of 2 June 2024 to 1 June 2025. In the period under consideration, our headcount was 139, of whom 86 were women and 53 were men. This included 10 part-time employees and 4 temporary employees. Due to the small number of part-time and temporary employees and associated privacy considerations, these categories are included in the overall figures, but we are not publishing separate metrics for part-time and temporary workers.

All employees – Forsa – 2024-5															
Hourly Remuneration		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Voucher Receivers		Voucher Gap		Benefits in Kind	
Mean	Median	Male%	Female%	Male%	Female%	Male%	Female%	Male%	Female%	Male%	Female%	Mean	Median	Male%	Female%
20.3%	21.6%	28.6%	71.4%	25.7%	74.3%	31.4%	68.6%	67.6%	32.4%	92.5%	89.5%	1.8%	0.0%	7.5%	7.0%

The difference between Equal Pay and the Gender Pay Gap

The **Gender Pay Gap** is not a measure of **Pay Equity.**

Pay Equity simply means there is no differentiation in employee remuneration because of gender or other illegitimate discriminatory factors. The application of **Pay Equity** ensures that women and men doing the same work or work of equal value are paid equitably, all other things being equal. Pay Equity within Fórsa is ensured by the application of gender neutral pay bands and pay increments for the different positions and grades within our union.

Under Irish government rules, the **Gender Pay Gap** measures the broad average and median of pay for men and for women across the organisation. The **Gender Pay Gap** takes no account of the different roles that may be occupied by men and women.

An organisation applying **Pay Equity** principles can still have a **Gender Pay Gap**. This is because **Pay Equity** requires equitable treatment within roles and positions, while the **Gender Pay Gap** does not take account of different roles and positions.

Understanding the gender pay gap metrics

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis across all our employees. A positive percentage indicates a gap in favour of men. A negative percentage indicates a gap in favour of women.

Voucher Recipients sets out the proportion of men and of women who received a voucher. The legislation, regulations and government guidance refer to bonuses and state that vouchers should be regarded as such. Fórsa does not pay bonuses as commonly understood and does not regard the vouchers it awards as bonuses; however the figures given here for voucher recipients and the voucher gap are intended to satisfy the legal disclosure requirement relating to bonuses.

Voucher Gap refers to the gap between men and women on the value of all vouchers taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value.

The Reason for the Gender Pay Gap at Fórsa

Women are well represented amongst Fórsa staff, just as they are amongst our members.

Much of the reason for our gender pay gap arises from the fact that women considerably outnumber men amongst our administrative staff. Because pay for administrative staff is lower than for industrial officers and leadership, and the proportional representation of women among administrative staff is higher than men, this has the effect of producing lower average pay for female staff at Fórsa when compared to men.

Fórsa offers exceptional flexibility to administrative staff with respect to hybrid working and flexitime. We believe the flexibility afforded to our administrators, while available to all, is particularly valued by many women.

Fórsa is committed to pay equity within particular roles and levels in the organisation. Our gender pay gap metrics do not indicate any deviation from pay equity principles.

Progression within Fórsa

Fórsa employees who wish to progress and demonstrate the necessary abilities have opportunities to move from administrative roles to industrial and leadership positions. We are supportive of those who wish to acquire new skills. Many staff in both administrative and industrial roles have been funded to acquire relevant qualifications – for example the Kings Inns Diploma in Employment Law, and we have have implemented a popular leadership course targeted to the professional development goals of our administrative team members.

We are proud of the fact that we have achieved gender balance across our industrial officer/lead organiser roles, with women outnumbering men among assistant industrial officers. Since 2022, the percentage of women among assistant general secretaries and heads of function has increased from 35% to 45%, and female representation in the most senior leadership roles (national secretary and above) has increased from 18% to 45%. It is desirable that our union's staff, organisers, and leadership should reflect the diversity, in gender and in other characteristics, of the membership and wider society that we serve.

Our Campaigning

Equity and Fairness are at the forefront of Fórsa's values. A great many of Fórsa's campaigns stress the need to address inequity. Recently, our union has:

- Led a campaign for an end to the deliberate and indefensible exclusion of school secretaries and caretakers from public service pensions and entitlements,
- Fought for pay parity for those delivering health and social care services in the community and voluntary sector and
- Defended hybrid working arrangements in the civil service.

In the specific area of gender equality in the workplace, we called in a general election manifesto based on a survey of our members for:

- Amendment of the Safety, Health and Welfare at Work Act and Employment Equality Act to protect employees affected by period or menopause-related symptoms in the workplace,
- Provision of free access to hormone replacement therapy (HRT) to alleviate painful and uncomfortable symptoms of menopause,
- Increase to the existing statutory provision for paid leave for victims of domestic violence to 10 days and
- Full implementation of the Third National Strategy on Domestic, Sexual & Gender-Based Violence 2022-2026.

Flexibility at Fórsa

Just as Fórsa campaigns for flexible working conditions for members, we offer those conditions to staff. We offer the ability for administrative staff to work from home up to 3 days a week. Administrative staff can also take advantage of flexitime, building up entitlement to time off where they work beyond normal hours.

Our industrial staff and organisers are, to a considerable degree, autonomous in managing their time. It is appropriate to acknowledge here that they tend, of their own dedication and volition, to work long hours and travel considerable distances in the service of our members.

Fórsa is supportive of those with family responsibilities. We offer up to 6 months of fully paid maternity leave, with many of our people choosing to spread payment over a longer period. We are pleased to say that parental leave is used by our people across roles and levels.

The future for Fórsa and its members

We are proud of the work environment that Fórsa provides to all our staff. We are also proud of the dedication that they show every day in serving our members and furthering our mission.

Our union is 7 years old this year: it arose from an amalgamation of IMPACT, the Civil, Public and Services Union and the Public Service Executive Union in 2018, all of which have legacies stretching much further into the past.

We will continue our efforts to improve employee development opportunities, progression, and equitable, bias-reducing hiring practices. We have been monitoring our gender pay gap, alongside other metrics (including quantitative and qualitative employee satisfaction data, and hiring and progression data), because we welcome any information that will help us create a more equal and diverse union.

Our efforts are driven, not just by those formally employed by us, but also by the critical role played by volunteer union representatives in the workplace. We will increase our effectiveness by attracting more people to take on and widen the role of union representative. Many of our staff, and in particular many of our assistant industrial officers, acquire paid jobs in Fórsa having previously been volunteer union representatives.

We look forward to the continued advancement of our diversity and equality goals by volunteer representatives and union employees who themselves represent the diversity of our membership.