Congregation of
Our Lady of Charity
of the Good Shepherd

Gender Pay Gap Report 2026

Congregation of Our Lady of Charity of the Good Shepherd

1. Introduction

The Congregation of Our Lady of Charity of the Good Shepherd (Good Shepherd Sisters) Province of Ireland has been offering services for women and children in Ireland since 1848. We are committed to working collaboratively to bring about a more just and inclusive society. We pride ourselves in a person-centred approach which respects the dignity and rights of both service users and employees alike.

The success of any Organisation and that of its employees depends very largely on the employees themselves. We provide equal opportunities and are committed to the principle of equality regardless of gender, civil status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community. We apply employment policies which are fair, equitable and consistent with the skills and abilities of our employees and the needs of the organisation. We ensure that all employees are accorded equal opportunity for recruitment, training and promotion and, in all jobs of like work, on equal terms and conditions of employment.

2. Introduction to Gender Pay Gap Reporting

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. Organisations with more than 50 employees are required to report by selecting a "snapshot" date in the month of June to base their reporting on. For the 2026 Reporting cycle, all employers with 50+ employees must publish their gender pay gap report through the Gender Pay Gap Portal. This central portal will provide and allow for the comparison of data on how the gender pay gap varies across different sectors, industries, and levels of seniority.

Equal pay and gender pay are often used interchangeably; however, they have different meanings.

- Equal pay is a legal obligation and relates to when males and females do not receive the same pay for the same work.
- Gender pay, on the other hand, relates to the overall difference in average earnings between men and women within an organisation.

A gender pay gap is often driven by an organisation's distribution of male and female employees, looking at the average hourly wage of males and females across all levels in the organisation.

The presence of a gender pay gap does not imply that an organisation does not comply with equal pay principles; it often suggests that there is a gender imbalance across different levels of the organisation.

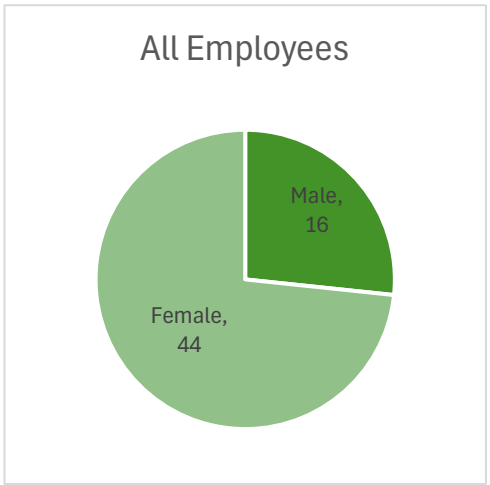
Addressing the gender pay gap often requires broader strategies, such as promoting diversity in leadership, offering flexible working arrangements, and supporting career progression for all employees.

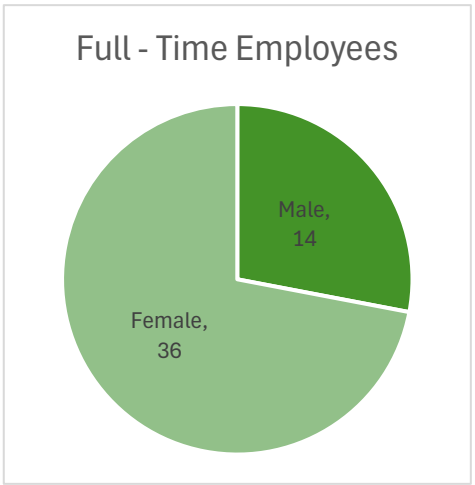
This is the 2nd report on Gender Pay Gap from the Congregation of Our Lady of Charity of The Good Shepherd.

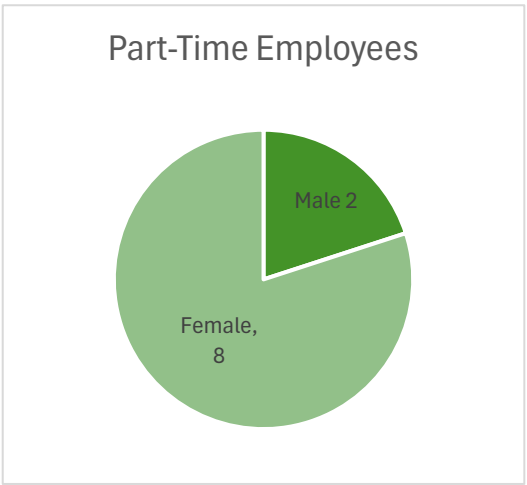
3. Employment Profile

The snapshot date chosen by the Congregation of Our Lady of Charity of The Good Shepherd was the 9th June 2026. A headcount of all employees on this date was carried out, and the gender pay information was calculated based on those employee's remuneration between the 10th June 2025 and the 9th June 2026.

On the 9th June 2026, there were 60 employees employed by the Congregation of Our Lady of Charity of the Good Shepherd:







There were no Temporary Employees during the period.

The average hourly rate for all employees is €19.15 with a median rate of €14.15

€19.15	€14.15
Mean Hourly Rate	**Median Hourly Rate**
The average hourly rate of all employees	The midpoint of the total number of employees

4. Gender Pay Gap Profile

Snapshot Date

Snapshot date:	9th June 2026
Reporting period – from:	10th June 2025
Reporting period – to:	9th June 2026

Gender Pay Gap Headcount, June 2026

	Full-time employees	**Part-time employees**	**Total employees**	**Of whom are temporary**
Male	14	2	16	0
Female	36	8	44	0
Other	0	0	0	0
Total	50	10	60	0

Gender Pay Gap Mean & Median Hourly Remuneration differences

Measure	**Male**	**Female**	**Difference %**
Mean hourly rate (all employees)	19.61	18.99	3.16%
Median hourly rate (all employees)	14.15	14.41	-1.84%

Gender Pay Gap Quartile differences based on gender

Pay Quartiles	**% Male**	**% Female**
Lower Quartile	33.33%	66.67%
Lower Middle Quartile	26.67%	73.33%
Upper Middle Quartile	20.00 %	80.00%
Upper Quartile	26.67%	73.33%
Total gender breakdown %	26.67%	73.33%

Gender Pay Gap Benefit In Kind & Bonus Remuneration Differences

All employees of the Congregation of Our Lady of Charity of the Good Shepherd in December 2025 who had completed a qualifying period of service, received a Christmas voucher, which is classified as a benefit in kind. Of the 60 employees employed at the snapshot date only 33 of these were employed in December 2025 and qualified for the Christmas voucher.

- 8 of these 33 were male employees (24.24%)
- 25 of these 33 were female employees (75.76%).
- The Mean Rate received by Males was €73.75 with a Median of €50.
- The Mean Rate received by Females was €138.40 with a Median of €100.

The Congregation of Our Lady of Charity of the Good Shepherd made no bonus payments to employees during the period 10th June 2025 and the 9th June 2026.

Part Time Employees

The opportunity to work part-time in the organisation is open to all employees equally, regardless of gender, when the opportunity arises. The gender profile for part-time employees in this report is 80% female and 20% at the snapshot date.

5. Analysis



73.33% Female



26.67% Male

The organisation's overall gender pay gap shows that male employees earn on average 3.16% more than female employees (mean) and 1.84% less at the median. The shift in the % mean from 0.55% in 2025 to 3.16% in 2026 is reflective of more males being employed in senior positions in 2026 and 4 additional male employees employed in general in 2026 compared to 2025.

Across the pay quartiles, female representation remains high throughout the organisation. Women make up 66.67% of the lower quartile, 73.33% of the lower middle quartile, 80.00% of the upper middle quartile, and 73.33% of the upper quartile. This demonstrates that women are strongly represented across all levels, including higher pay bands. The overall structure of the workforce reflects both the nature of the organisation and the work undertaken.

As an organisation dedicated to offering services for women and children in Ireland, many of the roles within the Congregation are performed by female employees. The nature of this work, combined with the context of providing direct support to a female religious community and an all-female resident nursing home, results in a female-dominated workforce in keeping with trends across the health and social care sector. This gender profile is, therefore, both appropriate and justified given the nature of the services provided.

Overall, the organisation's gender pay gap is primarily driven by the structural composition and occupational nature of the workforce, rather than any difference in pay for equal work. The organisation remains committed to equality and fairness in all employment practices and continues to ensure that recruitment, development, and reward structures are applied equitably across all employees.

6. Measures taken or proposed to be taken to eliminate or reduce the Gender Pay Gap

Monitor and Review

We will continue to monitor and review the gender pay gap information in the organisation annually.

Recruitment

We will continue our efforts to strive for diversity within the recruitment process to ensure a fair and diverse process. We will ensure our interview panels are diverse and balanced, to eliminate a potential perception of bias. We will ensure that the language used for job descriptions and recruitment is inclusive and gender neutral.

Learning & Development

We will continue to provide opportunities for Learning & Development as a key measure to support career progression at all levels.

Pay Transparency

We will continue to review our pay structures annually and are committed to paying our employees a living wage.

Workplace Wellness & Work Life Balance

We offer flexible working environments where possible as we recognise the importance of helping our employees maintain a good work-life balance and we encourage and support our employees to prioritise their own wellbeing. We are, however, mindful that some of our roles especially in the nursing home setting, aren't as flexible, given their nature where we require our employees to be physically present.

Disconnecting from work is vital for our employee's wellbeing to help them achieve a healthy and sustainable work-life balance.

Achieving a healthy work-life balance has three main elements:

- Ensuring employees are aware of their normal working hours.
- Ensuring employees do not to suffer any negative consequences for not engaging in work outside of their normal working hours; and
- Ensuring that others are aware they have a duty to respect an employee's work-life balance.

We also provide an Employee Assistance Programme (EAP) within the workplace and regularly ensure that our employees know what supports are available to them via this programme.

Contact Information:

For further information about this report, please contact:

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