

Gender Pay Gap – 2023

December 2023

Gender Pay Gap Regulations Ireland:

Required reporting figures:

- 1 Mean hourly remuneration gap
- 2 Median hourly remuneration gap
- 3 Mean bonus remuneration gap
- 4 Median bonus remuneration gap
- 5 Mean hourly remuneration gap of part-time employees
- 6 Median hourly remuneration gap of part-time employees
- 7 Mean hourly remuneration gap of temporary contract employees
- 8 Median hourly remuneration gap of temporary contract employees
- 9 % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration
- 10 % of male employees who received benefits in kind & % of female employees who received benefits in kind
- 11 Percentage of males and females when divided into four quartiles ordered from lowest to highest pay
 - 11.1 Lower remuneration quartile pay band
 - 11.2 Lower middle remuneration quartile pay band
 - 11.3 Upper middle remuneration quartile pay band
 - 11.4 Upper remuneration quartile pay band

For further details please see Appendix

Calculations are based on the below elements:

- The snapshot date has been chosen as 30th June 2023 for the purpose of the reporting period which includes the preceding 12 months period.
- Pay and headcount is confirmed as at the snapshot date.
- Gender Pay Reporting is calculated on Ordinary pay which includes:
 - The normal salary paid to the employee
 - Allowances
 - Any over time payments
 - Pay for piecework
 - Shift Premium pay
 - Pay for Sick leave
 - Any salary top ups for statutory leaves like maternity/paternity/parental leave
 - Pay for gardening leave

Bonus pay includes all bonuses awarded to an employee for the period in question. Bonus pay does not include any ordinary pay, overtime pay or redundancy or termination of employment payments

For more information and FAQs, please refer to the Gov.ie Website here:

[Gender Pay Gap Information Reporting: Your questions answered](#)

Pay and Bonus Gap

PAY 2023		
1	Mean Gender Pay Gap	23.4%
2	Median Gender Pay Gap	23.4%

BONUS 2023		
3	Mean Bonus Gender Pay Gap	59.9%
4	Median Bonus Gender Pay Gap	16.7%
9	Proportion of Males receiving a Bonus Payment	57.0%
	Proportion of Females receiving a Bonus Payment	54.0%

	2023
Mean Hourly Rate (Male)	€ 38.82
Mean Hourly Rate (Female)	€ 29.74
Median (Male)	€ 33.45
Median (Female)	€ 25.60

Mean Bonus (Male)	€ 11,837.65
Mean Bonus Female	€ 4,752.52
Median Bonus (Male)	€ 3,000.00
Median Bonus (Female)	€ 2,500.00

Part Time & Fixed Term employees

PAY - Part Time Employees		
5	Mean Gender Pay Gap	-10.5%
6	Median Gender Pay Gap	-14.7%

PAY - Fixed Term Employees		
7	Mean Gender Pay Gap	11.5%
8	Median Gender Pay Gap	10.2%

BIK - PMI*		
10	Males who receive PMI	75.0%
	Females who receive PMI	70.0%

* All employees are offered PMI

	2023
Mean Hourly Rate (Male)	€ 35.53
Mean Hourly Rate (Female)	€ 38.00
Median (Male)	€ 29.36
Median (Female)	€ 33.68

	2023
Mean Hourly Rate (Male)	€ 29.83
Mean Hourly Rate (Female)	€ 26.40
Median (Male)	€ 27.67
Median (Female)	€ 24.85

Quartiles - Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

		2023			
11	Proportion of Males and Females in each Quartile Band	Males	Females	Mean	Median
11.1	Quartile 1 (Lower)	54.0%	46.0%	-2.2%	5.0%
11.2	Quartile 2 (Lower Middle)	56.0%	44.0%	1.5%	3.7%
11.3	Quartile 3 (Upper Middle)	70.0%	30.0%	1.5%	2.8%
11.4	Quartile 4 (Upper)	78.0%	22.0%	14.9%	8.5%
	Total	65.7%	34.3%		

Appendix

Explanations of reporting figures:

Organisations are asked to produce a report providing the following details:

- 1) The difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- 2) The difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender;
- 3) The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender;
- 4) The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender;
- 5) The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender;
- 6) The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender;
- 7) The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration;
- 8) The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.
- 9) The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- 10) The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender;
- 11) The respective percentages of all employees who fall within
 - (i) the lower remuneration quartile pay band,
 - (ii) the lower middle remuneration quartile pay band,
 - (iii) the upper middle remuneration quartile pay band, or
 - (iv) the upper remuneration quartile pay band,who are of the male gender and who are of the female gender.