



Ireland GPG 2022



What is the GPG?



The GPG is the difference in the average gross hourly pay of women compared with men in a particular organisation, such that it captures whether women are represented evenly across an organisation. The existence of a GPG does not necessarily mean women are not receiving equal pay.

Overview of the Ireland Gender Pay Gap

In 2022, Irish legislation is asking any employer with over 250 employees to report their Gender Pay Gap for the first time. Whilst the reporting is similar to the UK (although with a different date snapshot of June), employers are required to report not only whether there is a gender pay gap in their organisation, but why there is one, and actions they intend to integrate to do address the gap (which is not required on the UK report, however at Version 1 we are keen to declare despite the fact it is not a legal requirement). Employers will need to publish information about:

- the mean and median gap in hourly pay between male and female employees;
- the mean and median gap in hourly pay of part-time male and female employees;
- the mean and median gap in hourly pay between male and female employees on temporary contracts;
- the mean and median gap in bonus pay between male and female employees;
- the percentage of male and female employees who received bonus pay;
- the percentage of male and female employees who received benefits in kind; and
- the percentage of male and female employees in each quartile pay band.

At Version 1, we continue our desire to build a culture that is diverse, inclusive, and one where all perspectives are valued to ensure a sense of belonging. Diversity enriches our innovation and adds to our culture, and we recognise we work best when we bring together different perspectives, backgrounds and experiences. Therefore, even though we have previously published Group level Pay Gap Reports (UK & Ireland combined), we welcome this addition to Irish legislation on solely reporting Irish Gender Pay Gap statistics and the actions we commit to addressing any pay gaps present.

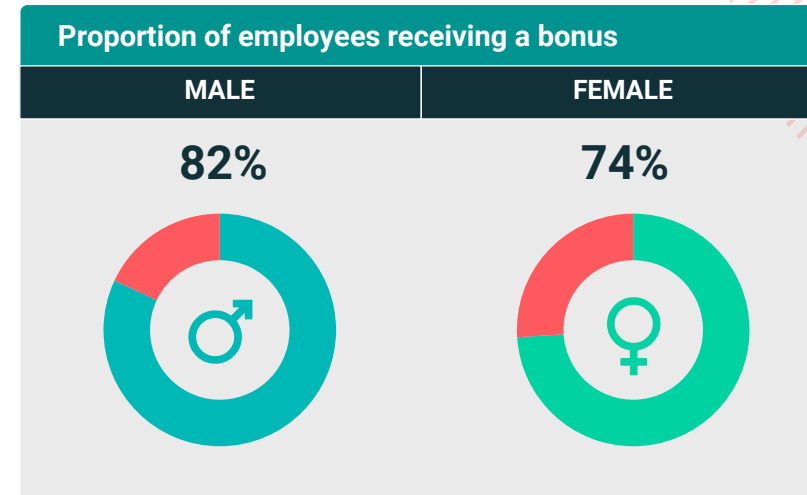
Did You Know:
Ireland has a GPG of 14.4%, compared with a European Union average of 14.1%.

IRELAND Gender Pay Gap

Mean and median pay and bonus gap		
	MEAN	MEDIAN
YEAR	2022	2022
Gender Pay Gap	12.1%	11.1%
Gender Bonus Gap	62.1%	6.8%

Hourly pay	
	% GAP
Mean, all employees	32.63
Median, all employees	30.57
Mean, full time employees	32.57
Median, full time employees	30.26
Mean, part time employees	42.24
Median, part time employees	38.46
Mean, temporary employees	27.95
Median, temporary employees	27.44

Proportion of employees in each pay quartile band		
	MALE	FEMALE
PER QUARTILE	2022	2022
Upper	72.9%	27.1%
Upper Middle	72.9%	27.1%
Lower Middle	65.4%	34.6%
Lower	56.6%	43.4%



Benefits in Kind		
	MALE	FEMALE
Receiving B.I.K	392	178
% Receiving B.I.K	81%	74%



Actions & Analysis

Our Analysis

- We have a 33% female representation across our Irish locations; this is 6% higher than our global average.
- Our Mean (12.1%) and Median (11.1%) GPG are below the Ireland average of 14.4%
- The 'temps' pay gap includes both interns + fixed term contractors (FTCs). We have 4 male FTCs who are on higher rates due to the nature of the work, which bolsters the pay gap. Conversely, our Interns are all paid the same salary and overwhelmingly female in population. Therefore when we look at these numbers in comparison, it looks like a large gap is present, when in fact it includes very different job roles.
- '% receiving bonuses' looks only at headcount on the day of reporting and sees if they've had a bonus in the last 12 months. That means new hires are treated as not having bonuses at the time of reporting.
- Our bonus pay gap: We have a median bonus gap of 6.8%; however our mean bonus gap is 62.1%. This is distorted by earnings at the higher end among our Executives. Of our 4 Executives, 3 of them are in Ireland, and our female Exec is based in Scotland. Additionally, there are 13 people who got bonuses over €50k last year – all of which are male.

Our Actions

We review our global reward structures and compensation packages on an ongoing basis to ensure that there is no unfair gender or other bias in how colleagues are paid. We are confident that men and women across our organisation are paid equally for doing the same job, with regard to their specific role, seniority, responsibilities, skills and experience and other factors which properly affect pay.

But in order to address our pay gap, we commit to 4 key actions:

- Continue to develop and promote our women into more senior positions
- Ensure our Women in Tech Network is equipped with the resources necessary to support and allow our women to thrive
- Focus on creating gender balance in our commercial teams
- Review our flexible working offering – especially around greater gender balance in part-time positions.

