



Gender Pay Gap

2024 Analysis

The Belonging Team

September 2024

What is the Gender Pay Gap (GPG)?

Ireland's gender pay gap reporting procedure, introduced under the Gender Pay Gap Information Act 2021, requires organisations with a certain number of employees to report their gender pay gap figures annually. This includes disclosing the difference in average hourly pay between men and women, as well as providing details on bonus payments, benefits, and the proportion of men and women in each pay quartile. Employers are also encouraged to outline the measures they are taking to address any identified gaps. The aim is to increase transparency around pay inequalities and promote actions that reduce the gender pay gap across different sectors. In 2022, organisations with 250 or more employees were required to start reporting, with this threshold decreasing to 150 employees in 2024 and 50 in 2025.

Ireland Tech Sector Overview

In 2024, the gender pay gap in the technology sector in Ireland is reported to be approximately 15.5%, as indicated by the Central Statistics Office (CSO). This reflects a concerning trend where many companies in the sector have not made significant progress in narrowing the pay gap compared to previous years

Additionally, research indicates that the overall bonus gap in Ireland has risen, with many companies in the tech sector reporting disparities in bonus payments that further exacerbate the gender pay gap. Efforts are ongoing to address the underrepresentation of women in senior roles, which significantly influences pay discrepancies.

I can confirm the data outlined in this report has been prepared in accordance with the Gender Pay Gap Information Act 2021.

Carol McNamara

People Director, Version 1

Overview of Our Report

We have been working hard to reduce our Gender Pay Gap (GPG) across the UK and Ireland. This year, we are pleased to report our mean and median GPG has decreased again to its lowest since reporting began (5.9% and 4.9% respectively) and remains well below the average for Ireland's tech sector.

In recent times we have achieved some significant milestones which we believe have positively impacted our Gender Pay Gap:

- Enhanced our offering for parents coaching for those going and returning from maternity and paternity leave
- We've seen significant growth of our Women in Tech network to over 730 people
- A multitude of female specific events across our entire organisation including sessions on female health related issues, financial wellbeing sessions, and workshops on resilience and confidence building
- Continued growth of business through acquisitions

Whilst we are happy to see our pay gap decrease, we have key focus areas in place which we strive to lead on to continue to close the gap. These include:

- A focus on recruitment, retention and progression - outlined in our actions section of this report
- Enhancing our support for female related needs such as policy and health care enhancement
- Intention to focus on addressing gender balance within bonus receiving roles



Carol McNamara
People Director

"We are pleased to see our Gender Pay Gap improve at Version 1 for 2024 to our lowest pay gap since legislation began; and we are committed to continuing to address disparities with honesty, integrity and drive. Our commitment to nurturing diverse talent has resulted in a 2% increase in females in the upper pay quartile and we are deeply focused on pay equity, family-friendly policies, and diverse talent recruitment and retention."

Key Highlights



Population Stability:

- The overall population remained stable from previous years, but both the mean and median GPG have decreased by 2.4% and 2.7% respectively, indicating positive progress across both UK and Ireland.



Gender Distribution in Pay Quartiles:

- There is still a higher concentration of females in the lower pay quartiles compared to the upper ones, highlighting a continued imbalance.
- Within Ireland, the number of females in the upper quartile has increased by 2%.



Impact of Teams Receiving Bonuses:

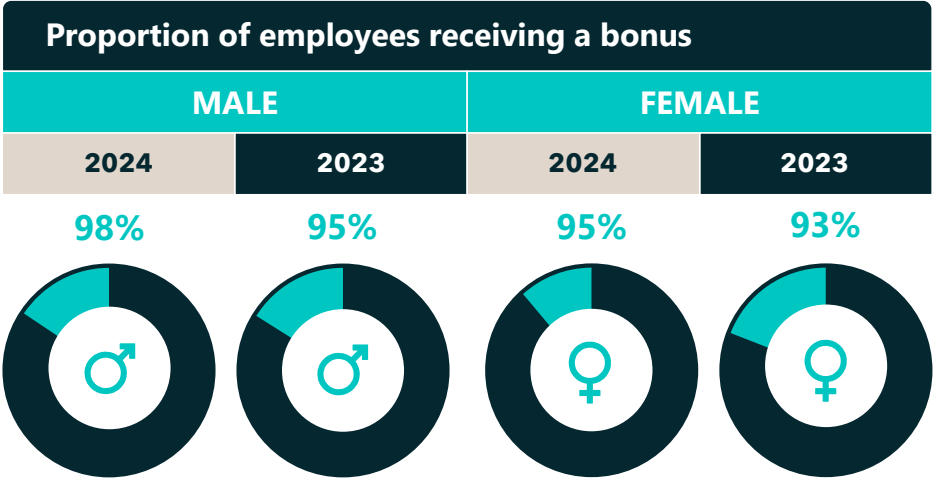
- The bonus gap is largely influenced by our teams receiving additional bonuses on top of our quarterly bonuses being heavily male-dominated.

IRELAND GENDER PAY GAP

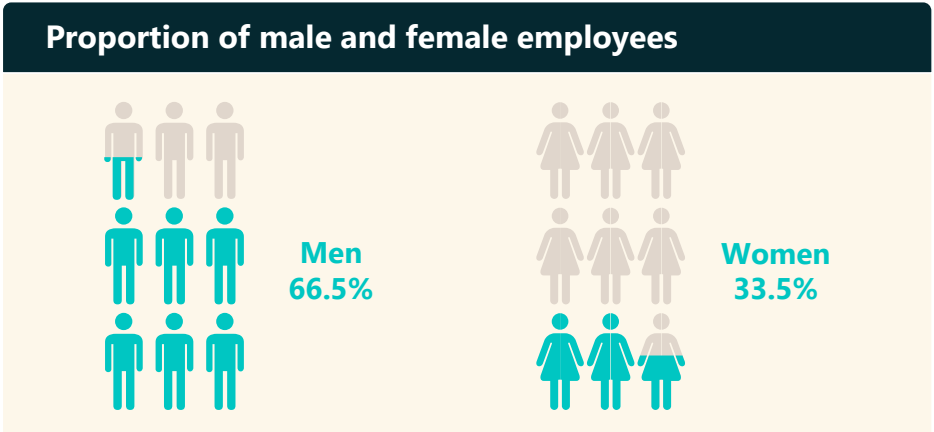
Mean and median pay and bonus gap				
	MEAN		MEDIAN	
YEAR	2024	2023	2024	2023
GENDER PAY GAP	5.9%	8.3%	4.9%	7.6%
GENDER BONUS GAP	20.5%	47%	0%	16.6%

Hourly pay		
	% GAP 2024	% GAP 2023
MEAN, ALL EMPLOYEES	4.9%	8.3%
MEDIAN, ALL EMPLOYEES	5.9%	7.6%
MEAN, FULL TIME EMPLOYEES	5.1%	9.2%
MEDIAN, FULL TIME EMPLOYEES	6.4%	8.4%
MEAN, PART TIME EMPLOYEES	36.8%	-15.2%
MEDIAN, PART TIME EMPLOYEES	22.3%	-6.80%

Proportion of employees in each pay quartile band				
	MALE		FEMALE	
PER QUARTILE	2024	2023	2024	2023
UPPER	70.1%	72.4%	29.9%	27.6%
UPPER MIDDLE	68.6%	71.5%	31.4%	28.5%
LOWER MIDDLE	63.4%	67.1%	36.6%	32.9%
LOWER	63.9%	54.0%	36.1%	46.0%



Benefits in Kind		
	MALE	FEMALE
Receiving B.I.K (medical)	431	193
% Receiving B.I.K (medical)	84%	74%



Actions



Continue to evaluate pay equity

- Continue to benchmark, review and adjust with regards to pay equity and bonus structure.
- Where pay gaps are identified, make proactive adjustments to ensure that male and female employees in similar roles with similar experience are compensated equally.



Family friendly and female health policies

- Re-evaluate our female related health policies such as reducing the time to access enhanced maternity leave pay, adjusting our support for female health (e.g. menopause and female health conditions such as PCOS and menopause covered in our health care coverage)



Recruitment

- Evaluate our processes and procedures to ensure diversity within our recruitment funnels aligned with our philosophy of seeking talent from all backgrounds. Additionally, we will look to partner with community organisations focused on getting more women into tech at all levels.
- Focus on upskilling all those involved in hiring processes an inclusive mindset with regards to recruitment.



Progression and retention

- Focus on gaining a gender balance in applications to our Leadership programs.
- Launch a women in leadership programme to continue to increase the representation of females in senior roles and encourage promotion and retention with tailored support and an inclusive mindset.
- Encourage the creation of more part-time and flexible roles at higher levels within the organisation to enable more women to advance without sacrificing work-life balance.

Data Analysis

1. Overall Workforce Composition

Headcount:

- The total number of employees remained approximately the same (772 in 2023 to 776 in 2024).
- The proportion of male employees dropped by 1%, from 67.5% to 66.5%, while the proportion of female employees increased by 1%, from 32.5% to 33.5%.

Full-Time vs. Part-Time:

- Full-time employment followed a similar trend, with a 1% decrease in the proportion of males and a corresponding 1% increase in females.
- Interestingly, part-time male employment increased by 2%, while female part-time employment saw a slight decrease by the same percentage.

2. Pay Quartiles

First Quartile (Lowest):

- There was a significant shift, with the male proportion increasing by 10% and the female proportion decreasing by 10%. This indicates a larger number of men entering lower-paid roles compared to 2023.

Other Quartiles:

- In the second, third, and fourth quartiles, the proportion of male employees decreased marginally by 2-4%, with a corresponding increase in the proportion of female employees.
- The highest quartile still shows a male majority, but the gap has slightly narrowed.



Data Analysis

3. Hourly Pay

Mean Hourly Pay:

- The gender pay gap improved across all categories (all employees, full-time, and part-time).
- For all employees, the mean gender pay gap decreased from 8.3% in 2023 to 4.9% in 2024, reflecting an improvement.
- For full-time employees, the gap narrowed from 9.2% to 5.1%.
- However, for part-time employees, while there was a notable gap increase in 2024, the direction of the gap reversed from -15.2% (favouring women) to 36.8% (favouring men).

Median Hourly Pay:

- The median hourly pay gap also decreased in 2024, from 7.6% to 5.9% overall.
- For full-time employees, the gap narrowed to 6.4% from 8.4%.
- The part-time gap was significant, with the median pay gap shifting from -6.8% in favour of females in 2023 to 22.3% in favour of males in 2024.

4. Bonuses

Receiving Bonuses:

- The proportion of employees receiving bonuses remained high, with 98% of males and 95% of females receiving bonuses in 2024, a slight increase compared to 2023.

Bonus Pay Gap:

- There was a significant reduction in the mean bonus gap, dropping from 47.0% in 2023 to 20.5% in 2024.
- Interestingly, the median bonus gap closed completely to 0.0% in 2024, compared to a 16.6% gap in 2023.



