



Gender Pay Gap Reporting 2025



What is Gender Pay Gap Reporting?

Gender Pay Gap Reporting is a legal requirement in Ireland under the Gender Pay Gap Information Act 2021. It requires certain employers to measure and publish information on the difference in average hourly pay between men and women in their organisation. The gender pay gap is not the same as equal pay; equal pay means paying men and women the same for doing the same job or work of equal value, which is already a legal obligation under the Employment Equality Acts.

The gender pay gap instead reflects the difference in average earnings across the workforce, regardless of role or seniority. It is expressed as a percentage of men's pay. For example, a 10% gender pay gap means that, on average, women earn 10% less than men per hour.

The purpose of gender pay gap reporting is to increase transparency, highlight where gaps exist, and to help inform where action might be taken to address the underlying causes.

Under the legislation, the reporting requirements include:

- The mean and median hourly pay gap.
- Bonus pay gaps.
- Proportion of men and women receiving bonuses and benefits.
- Distribution of men and women across pay quartiles.



Our Gender Pay Gap 2025

Mean Gender Pay Gap

This year, our organisation's **mean gender pay gap is 13.6%**, meaning that on average, women earn 13.6% less than men per hour. The mean hourly remuneration calculation includes ordinary pay and bonus pay, as defined by [government guidance](#), over the 12-month period preceding our snapshot date in June.

Our gender pay gap has fluctuated over recent years (2024: 10.6%, 2023: 16.9%). These changes reflect standard shifts in workforce composition and representation across different levels of the organisation.

Median Gender Pay Gap

Our **median gender pay gap is 6.2%** (2024: 5.9%, 2023: 10.5%), meaning that the midpoint hourly pay for women is 6.2% lower than that of men. The median figure is often considered a more representative measure than the mean because it is less affected by very high or very low salaries.

How does this compare?

According to Eurostat data for 2024-2025, women make up about 24.4% of ICT specialists in Ireland while the [EU average](#) is 19.5% female. The gender split of our workforce currently is 32% female and 68% male.

The national average mean gender pay gap in Ireland was approximately 11.2% in 2024, [based on an analysis by PWC](#).

The average mean gender pay gap across the *Telecommunication Computer Programming Consulting Computing Infrastructure and Other Information Service Activities* sector was approximately 12.3% in 2024, based on an [analysis of 84 published reports](#).



Our Results Breakdown

Gender Pay Gap Requirements	Percentage 2023	Percentage 2024	Percentage 2025
Mean hourly gender pay gap (all)	16.9%	10.6%	13.6%
Mean hourly gender pay gap (Part-Time)	6.1%	-13.6%	-2.1%
Mean hourly gender pay gap (Temporary contract)	N/A	N/A	N/A
Median hourly gender pay gap (all)	10.5%	5.9%	6.2%
Median hourly gender pay gap (part-time)	7.4%	0.9%	-20.5%
Median hourly gender pay gap (Temporary contract)	N/A	N/A	N/A
Mean hourly bonus gender pay gap (all)	38.9%	51.7%	55.6%
Median hourly bonus gender pay gap (all)	28.0%	-28.7%	-57.4%
Percentage of employees per gender to receive a bonus remuneration	95.9% (M)	55.3% (M)	59% (M)
	91.5% (F)	57.3% (F)	62% (F)
Percentage of employees per gender to receive benefits-in-kind	91.1% (M)	91.2% (M)	93% (M)
	86.4% (F)	85.4% (F)	91% (F)
Percentage of employees within lower remuneration quartile	62.1% (M)	65.6% (M)	66% (M)
	37.9% (F)	34.4% (F)	34% (F)
Percentage of employees within lower middle remuneration quartile	62.1% (M)	60.0% (M)	63% (M)
	37.9% (F)	40.0% (F)	37% (F)
Percentage of employees within upper middle remuneration quartile	77.0% (M)	75.3% (M)	66% (M)
	23.0% (F)	24.5% (F)	34% (F)
Percentage of employees within upper remuneration quartile	77.9% (M)	77.5% (M)	77% (M)
	22.1% (F)	22.5% (F)	23% (F)



Our Approach to Closing the Gap

We are committed to further reducing our gender pay gap and continuing to promote equity across all levels of our organisation. Closing the gap requires a long-term, strategic approach focused on addressing the underlying drivers, such as representation in senior roles, access to career development opportunities, and participation in bonus and benefits programs.

Our actions include:

- **Talent Development & Progression** – Supporting women in leadership through mentoring and succession planning.
- **Inclusive Recruitment** – Continuing to ensure balanced shortlists and fair selection processes.
- **Flexible Working & Policies** – Continuing to provide options that support work-life balance for all employees.
- **Pay Structure Oversight & Transparency** – Conduct regular reviews of compensation frameworks and ensure alignment with evolving pay transparency legislation

