

Gender Pay Gap Reporting

Recognising the opportunity

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If actions speak louder than words, how do we raise the volume on gender equality?

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How can EY help?

EY can provide tailored services to help you assess and communicate your gender pay gap and help you understand the key drivers of the gap.

■ ■ ■
The better the question.
The better the answer.
The better the world works.

What does the legislation say?

Gender Pay Gap reporting required for employers in Ireland

The Gender Pay Gap Reporting is a regulatory requirement that mandates employers in Ireland with more than 250 employees to publish information on their gender pay gap. The legislation requires public and private sector organisations to report on their gender pay gap on an annual basis. From 2023, it is expected that employers will also be required to upload their annual report to a government hosted platform for such reports. From 2024, employers with more than 150 employees and from 2025 employers with more than 50 employees will be required to prepare and produce gender pay gap reports.

Annually, employers are required to choose a snapshot date falling within the month of June (specifically between 1st June and 30th June) and have a six-month window to publish the report. The calculation of the gender pay gap should include data from the preceding twelve-month period, covering the time leading up to the selected snapshot date.

Published Guidance

There are numerous government-issued guidance documents available, all of which require updating to reflect learnings from 2022 reporting

What must employers report under the legislation?

Employers will be obliged to report on:

- ▶ Difference in the mean hourly pay of male and female employees
- ▶ Difference in the median hourly pay of male and female employees
- ▶ Difference in the mean bonus pay received by male and female employees
- ▶ Difference in the median bonus pay received by male and female employees
- ▶ Difference in the percentage of male and female employees paid bonuses
- ▶ Difference in the percentage of male and female employees who received benefits-in-kind
- ▶ Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap report must be made available on the employer's website accessible to all employees and the public. If the employer does not have a website available, they may publish the report in physical format available for inspection during normal business hours by the public and employees.

It is anticipated that the government's new platform onto which employers' reports must be uploaded is expected for 2023 reporting.

Pay gap

is the difference in average pay between two genders within a workforce.

Equal pay

is being paid the same for the same/similar work.

Employees included in report

Relevant employees in the gender pay gap reporting includes anyone who is an employee as defined in the Employment Equity Act on the snapshot date used by the employer in June for their report.

This will include part-time employees, employees on career break of less than 12 months, employees on maternity leave, and employees on secondment. The snapshot date should also be used by employers to calculate whether they have reached the threshold of 250 employees required to report.

Ordinary pay

Income used in the calculation of hourly pay will include salary, allowances, overtime pay, pay for piecework, shift premium pay, sick leave pay, pay for garden leave, and any pay top-ups for statutory leave such as maternity leave and parent's leave.

Bonus pay

Bonus pay used in the gender pay gap calculation must include bonus payments in the form of money, vouchers, shares, and share options and potential interests in shares.

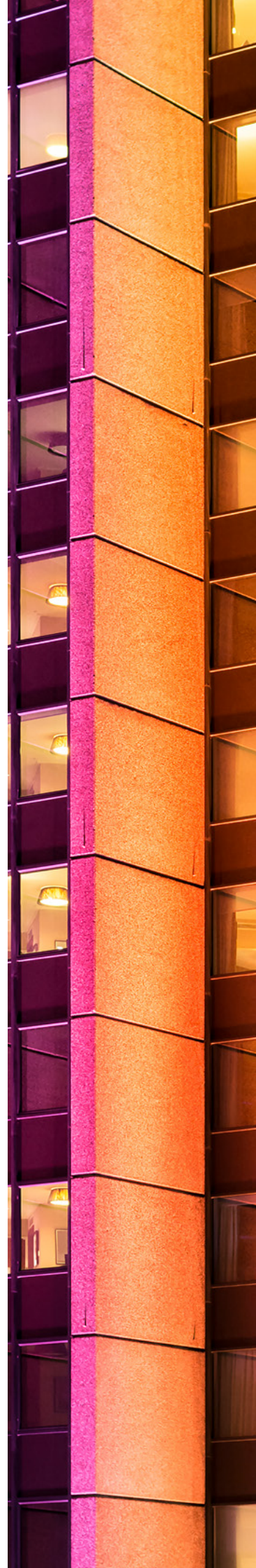
Hours worked

There are several different methods of calculating hours worked:

- ▶ Where the employees' exact hours worked are recorded (e.g., a clock-in, clock-out system), the number of hours recorded in the 12-month period should be used.
- ▶ Where the employee has normal set working hours, the contractual working hours in a week should be multiplied by the number of weeks worked to arrive at total hours worked.
- ▶ Where the employee has no normal working hours.
- ▶ Where the employee is paid on the basis of piecework, the number of hours worked in the week of the snapshot should be taken and used as an average for the 12-month period.

Pay quartiles

Employers are required to group their employees into quartiles and include this information in their report. This obliges an employer to create a list of all employees with their hourly remuneration ranked from highest to lowest. This list can then be divided into quartiles: lower, lower middle, upper middle, and upper.



Reasons behind the Gender Pay Gap & statistics

Based on 2022 reports, the following are the most common stated reasons behind the GPG in Ireland:

Structurally driven

1

Seniority

Lack of female representation at senior levels

4

Overtime payments

A higher proportion of male employees tend to voluntarily opt for overtime based on the information analysed, which ultimately contributes to the gender pay gap.

2

Occupational segregation

Many occupations are dominated by one gender or the other

5

Bonus

Typically, many employers reported that men received a higher amount of bonus pay. This is likely because bonus pay is connected to salary and more men than women hold senior positions

3

Part-time working

More women hold part-time roles

Analysis Based on 2022 Reports

	Total	Public Sector	Private Sector	ISEQ 20
# of company GPG reports analysed	400	107	293	15
Average Gender Pay Gap (Mean)	11.8%	5.4%	14.1%	19.5%
% Companies where men are paid more than women*:	87%	76%	91%	100%
% Companies where women are paid same or more than men*:	13%	24%	9%	0%

**an average based on mean hourly gender pay gaps*

Source credits: Citris Rewards Consulting

How EY can help your business



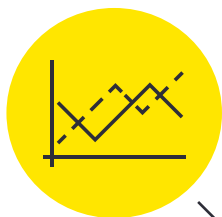
1 Debriefing with Key Stakeholders

We will explain the Gender Pay Gap requirements from a legislative and regulatory standpoint, and gather any relevant input from the key stakeholders.



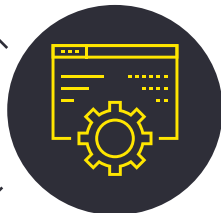
2 Collation of Data

We will work with you to assess the data required to prepare your report, as it will contain highly confidential and voluminous information. Once collated, the relevant raw data will be reviewed to ensure that we have the required information to arrive at the correct results.



3 Analysis of Outcome

We will analyse and verify the accuracy of the data output from the tool to ensure that the results are correct.



4 Use of Technologies

We will use EY tools to generate the numerical information required for the result.



5 Explanation of Pay Gap

We will present the findings to you and work with you to understand the root causes driving the gap (if any) using our EY interactive tools.



6 Building the Narrative and Communication Strategy

Once the key statutory data required for the report is prepared, our team can work with your key stakeholders to develop the report content such as the explanation required for having a gender pay gap and the steps that your business is taking to reduce and/or eliminate the gap.

How can EY and EY Law help?

EY and EY Law can help employers with their immediate requirement to analyse and collate the pay data and produce the report for 2023. In the past year, EY and EY Law have collaborated with diverse clients across various sectors and industries to support with their Gender Pay Gap reporting, with this experience, have developed a bespoke approach and unique insight into GPG reporting that can aid organisations and employers to manage their gender pay gap journey.

Addressing the gap

EY and EY Law has a unique service offering which can provide both advisory and legal advice as a single end-to-end service for our clients.

People Advisory Services (PAS) can aid employers both in the practical gender pay gap reporting and further help employers to identify the reasons behind the gap and how address it.

If you have any queries in relation to gender pay gap reporting requirements or related guidance, please contact your client relationship partner or any of our gender pay gap team.

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023747.indd 04/23. Produced by Creative (Ireland)
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