

 **IDA Ireland**

Gender Pay Gap Report 2023



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Introduction

In 2022, Ireland's Gender Pay Gap legislation was enacted and signed by the President. This legislation is part of a package of measures announced in the National Strategy for Women and Girls 2017-2020 and it requires all employers to disclose the pay gap between male and female employees. It impacts employers with more than 250 employees in both the public and private sector.

IDA Ireland is required to publish a set of data, based on a snapshot date, as set out by the Government Equalities Office. All data reported was taken on 30th June 2023 and will be published by 30th December 2023, in line with the requirements.

As of 30th June 2023, our global workforce sanctioned headcount was 360 team members across Ireland, North America, Europe, London, and Asia Pacific. Our team members are the core to the success of what we do and achieve. We invest heavily in Learning & Development, Equality, Diversity & Inclusion (ED&I) and Wellbeing to enable our team members to perform to the best of their ability in their roles.

The focus of the ED&I Team has evolved from initial awareness building towards the promotion of the importance of inclusion for all colleagues across our agency.

Our approach strives to embed a more inclusive working environment and we have set out goals to set the direction and measure our progress in a transparent way.

IDA Ireland is committed to attracting, retaining, and developing a diverse and inclusive workforce that shares the organisation's vision to be the leading IPA in the world; sharing and reflecting our values: Passion for Achievement, Professionalism, Performance and Public Service.

We strive to follow best practice and ensure our workplace is accessible to all, that our colleagues are trained in unconscious bias and disability awareness; and that all policies are inclusive and accessible.

IDA Reporting Results

The following data was gathered on 30th June 2023. This will be published on the IDA Ireland webpage by 30th December 2023.

Gender breakdown per quartile

	Numbers		Percentage %	
	Male	Female	Male	Female
Upper Quartile	5	2	71.4	28.6
Upper-Middle Quartile	15	8	65.2	34.8
Lower-Middle Quartile	86	122	41.3	58.7
Lower Quartile	61	42	59.2	40.8

Our median gender pay gaps by quartile (hourly rate)

	Numbers		Percentage %
	Male	Female	Pay Gap %
Upper Quartile	€ 96.90	€ 96.90	0%
Upper-Middle Quartile	€ 62.10	€ 62.10	0%
Lower-Middle Quartile	€ 42.73	€ 41.55	2.8%
Lower Quartile	€ 19.65	€ 19.51	0.7%

Our mean gender pay gaps by quartile (hourly rate)

	Numbers		Percentage %
	Male	Female	Pay Gap %
Upper Quartile	€ 99.76	€ 100.19	0.4%
Upper-Middle Quartile	€ 61.87	€ 63.07	1.9%
Lower-Middle Quartile	€ 41.76	€ 40.84	2.2%
Lower Quartile	€ 20.93	€ 21.26	0.5%

Median hourly remuneration gap of part-time employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
Part Time	€ 0	€ 24.07	n/a

Mean hourly remuneration gap of part-time employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
Part Time	€ 0	€ 25.02	n/a

Median hourly remuneration gap of temporary contract employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
Temporary Contract	€ 35.04	€ 35.72	2.9%

Mean hourly remuneration gap of temporary contract employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
Temporary Contract	€ 33.30	€ 33.72	1.2%

Median hourly remuneration gap of ALL employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
All Employees	€ 37.64	€ 36.10	4%

Mean hourly remuneration gap of ALL employees

	Numbers		Percentage %
	Male	Female	Pay Gap %
All Employees	€ 39.97	€ 36.19	9%

A Look behind the figures and our progression

Our Workforce

The IDA's gender pay gap data was collected on the snapshot date of 30 June 2023. At this time, there were 341 people employed within our workforce: Female 51% to Male 49%.

IDA Salary Scales

IDA Ireland, in accordance with public service pay policy, has consistent and transparent pay scales, and adhere to all relevant public service pay agreements. This ensures that all staff, male, and female team members, are paid equally according to their pay grade, as set down by the Department of Public Expenditure and Reform e.g., appointment at the minimum point of the scale and no flexibility to apply off scale salaries to any specialist skillsets.

Our Pay Quartiles

Each pay quartile represents a quarter, or 25%, of our total workforce ranked by pay.

Upper Quartile	Upper-Middle Quartile	Lower-Middle Quartile	Lower Quartile
(€150,001 +)	(€100,001 - €150,000)	(€50,001 - €100,000)	(€0 - €50,000)

The Upper Quartile covers jobs with high levels of accountability. These roles lead business units and sit on the Executive Committee or require significant expertise or experience.

The Upper -Middle Quartile covers roles at management or experienced professional level. This band will also include Department Managers. These managers' report into the Upper Quartile roles. The Lower-Middle Quartile includes jobs at a professional level or longer serving employees and require a professional qualification. Finally, the Lower Quartile includes a range of administrative roles, secretarial and PA roles. These roles may require education to degree level.

Conclusion

We are pleased with the progress that we have made in our Gender Pay results this year. We have made improvement within most of the Gender Pay measures including Mean Hourly Remuneration Gap of all team members, from 14.6% in 2022 to 9% in 2023.

This is as a result of consciously improving our practices to help us achieve:

- Greater female participation rate at senior level vacancies.
- Increased male participation at junior level vacancies.
- Greater female participation rate at group trainings e.g., Diversity in Leadership.
- Development of a Wellbeing Strategy and Committee.
- Successful launch of Learning Fest.
- Successful launch of Wellbeing Committee.
- Continued development of gender diversity in our Equality, Diversity & Inclusion action plan.

We have consciously promoted ED &I, Wellbeing, Family Friendly Policies and Learning to support diversity within the organisation. Our approach strives to embed a more inclusive working environment and we have clear and defined goals to set the direction and measure our progress in a transparent way.

We continue our commitment and focus on promoting the importance of inclusion for all colleagues across our agency.

