

# Gender Pay Gap Report 2024



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## Gender Pay Reporting

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. In June 2024, this number advanced to employers with more than 150 employees.

# IDA Ireland

For the purposes of Gender Pay Gap Reporting, the data was gathered on 30th June 2024. As of this date, our global workforce headcount was 346 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.

As of 30th June 2024, our gender-balanced workforce was 57% Female:43% Male. We are pleased with the progression we have made in our gender pay results this year. Our Mean Hourly Pay Gap of all team members has reduced from 9% to 8.07% in 2024. In addition, our Median Gender Pay Gap has increased very slightly by .86% from 4% in 2023 to 4.86% in 2024. There is a difference of €1.76 in the median hourly rate between male and female team members. This remains under the national Median Gender Pay Gap in 2023 of 6.27%

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

It is through the lens of the valuable and honest feedback provided by our colleagues in both our ED&I and Wellbeing surveys and focus groups that we have developed an Action Plan for 2021-2024. This will remain a key focus point for us when designing and implementing a new HR & OD Strategy. Our approach strives to embed a more inclusive working environment.

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 current 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 Ireland Reporting Results

The following data was gathered on 30th June 2024.

## Gender breakdown per quartile

	Numbers		Percentage %	
	Male	Female	Male	Female
Upper Quartile	4	4	50%	50%
Upper-Middle Quartile	28	14	66.7%	33.3%
Lower-Middle Quartile	85	129	40%	60%
Lower Quartile	31	51	38%	62%

## Our median Gender Pay Gaps by quartile (hourly rate)

	Numbers		Percentage %
	Male	Female	Pay Gap
Upper Quartile	€101.22	€96.65	4.7%
Upper-Middle Quartile	€58.85	€56.90	3.4%
Lower-Middle Quartile	€37.32	€39.80	6.6%
Lower Quartile	€19.34	€19.85	2.6%

## Our mean Gender Pay Gaps by quartile (hourly rate)

	Numbers		Percentage %
	Male	Female	Pay Gap
Upper Quartile	€107.08	€97.61	9.7%
Upper-Middle Quartile	€59.88	€60.78	1.5%
Lower-Middle Quartile	€39.33	€39.69	0.9%
Lower Quartile	€19.25	€20.36	5.8%

## Median hourly remuneration gap of part-time employees

	Numbers		Percentage %
	Male	Female	Pay Gap
Part Time	€ 0	€40.27	n/a

### Mean hourly remuneration gap of part-time employees

	Numbers		Percentage %
	Male	Female	Pay Gap
Part Time	€ 0	€33.69	n/a

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### Median hourly remuneration gap of temporary contract employees

	Numbers		Percentage %
	Male	Female	Pay Gap
Temporary Contract	€24.64	€26.01	5.5%

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### Mean hourly remuneration gap of temporary contract employees

	Numbers		Percentage %
	Male	Female	Pay Gap
Temporary Contract	€26.95	€28.64	6.27%

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### Median hourly remuneration gap of ALL employees

	Numbers		Percentage %
	Male	Female	Pay Gap
All Employees	€37.98	€36.22	4.86%

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### Mean hourly remuneration gap of ALL employees

	Numbers		Percentage %
	Male	Female	Pay Gap
All Employees	€40.84	€37.70	8.07%

# A Look behind the figures and our progression

## 1. Our Workforce

The IDA's Gender Pay Gap data was collected on the snapshot date of 30th June 2024. At this time, there were 346 team members within our workforce of which 57% were Female and 43% were Male.

## 2. IDA Ireland Current Salary Scales

IDA Ireland, in accordance with public service pay policy, has consistent and transparent pay scales, and adhere to all relevant DPER Public Service Pay policies. This ensures that all team members are paid equally and 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.

## 3. Family Friendly Policies

We are proud of the opportunities we give to all our team members across the organisation e.g. Hybrid Working, Flexible Working and Family Friendly policies, Open Location Roles and our investment in Wellbeing, Learning & Development and ED & I.

Our Family Friendly policies are focused on enabling parents to take equal responsibility for childcare commitments. From 1 July 2023 to 30th June 2024, we had 43 team members avail of family friendly leave e.g., Maternity Leave, Parents Leave, Paternity Leave and Parental Leave. The data highlights 10 applications from male team members. This is an 8% increase in uptake from male team members since June 2023. In addition, we have 13 female team members availing of reduced working hours.

We are working hard to ensure our practices encourage everyone to have the option to work flexibly, in a way that suits them, so they can deliver their best both personally and professionally.

## 4. Equality, Diversity, and Inclusion Action Plan

In line with IDA Ireland's 2021-2024 strategy, the ED&I team designed and implemented an ED&I Action Plan which was supported and approved by the Executive Committee and Board. In 2023, we became the first Public Sector organisation to achieve 'Investors in Diversity Gold' and recipient of Public Sector Organisation of the Year at the National Diversity and Inclusion awards.

Our action plan includes objectives which will ensure IDA are a role model for inclusive behaviour, create and sustain an inclusive culture and increase our diversity.

## 5. Wellbeing Framework

In February 2022, we launched the IDA Ireland Wellbeing Framework. This framework was designed to:

- Develop sustainable work practices which promote wellbeing for all team members at work.
- Standardisation of processes and people centred care across all our locations.
- Leadership role modelling behaviours which support wellbeing.

To ensure we are committed to a collective consciousness, we have developed a Wellbeing Committee, Framework and Statement to promote our commitment to all team members. This framework is also supported by our dedicated Leadership Champions.

We continue to build on our Wellbeing journey into the future. Our focus areas for 2023/2024 have been: -

→ KeepWell Accreditation

→ Mental Wellbeing

→ Life Stage Wellbeing

Our programmes are designed for both individual and group training. These sessions can be either in person or virtual. During the period 1st July 2023 and 30th June 2024, we have committed to 339 days/2711 hours of training. This is a significant increase on our 2023 numbers of 150 days/1279 hours.

In addition, we operate a Mentoring Programme which is proving to be very successful again this year. We have a total of 18 Mentors and 18 Mentees on the current programme which commenced in March 2024.

Our commitment to developing our team members remains a high on our agenda. This is evident in our data for inhouse training courses and Tuition Aid.

## 6. Learning & Development

Our commitment to Learning & Development remains a priority for IDA Ireland to ensure our team members have full capability for their role coupled with being competition ready for any suitable vacancies that arise.

IDA Ireland's Learning Academy is designed to meet every team member needs through a blend of tutor or IDA colleague led programmes.

Some of our most successful courses include Early Careers Program, Frontline Manager Skills, The Art of Coaching for Leadership Excellence, Project Management, Embracing Change and Self-Leadership in times of transition, Facilitation Skills, Business Writing Skills etc.

## Conclusion

We are pleased with the progress that we have made in our Gender Pay results this year. Our mean hourly pay gap of all team members has reduced from 9% to 8.07% in 2024. In addition, our median hourly pay gap has increased very slightly, by .86% from 4% in 2023 to 4.86% in 2024.

We have consciously promoted ED & I, Wellbeing 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 set to support our 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.