

CLOSING THE GAP: GENDER PAY EQUALITY

SETTING THE STAGE

Gender pay gap highlights systematic inequalities and discrimination in the workplace, impacting women's financial well-being and perpetuating gender disparities. Addressing the gap is crucial for promoting fairness, diversity and economic empowerment.



Introduction

Gender pay gap report is the difference in the average gross hourly pay of women compared with men in a particular organisation expressed as a percentage. It does not represent equal pay, which refers to providing equal compensation for work of equal value, regardless of gender.



LEGAL FRAMEWORK

The Gender Pay Gap Information Act 2021 (and related Regulations) set out the statutory basis for Gender Pay Gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace.

- Some of the key core obligations;
- Employers with 250+ employees
 - ‘Snapshot date’ in June 2022
 - Report publication

UNDERSTANDING THE TRENDS



Global

20%



Europe

13%



United Kingdom

15.5%



Ireland

11.5%

IBTS GENDER PAY GAP ANALYSIS

THE DATA



Staff Numbers

At the snapshot date there were 590 staff employed across Ireland. This was made up of 444 (75%) females and 146 (25%) males.



Bonus

The bonus pay gap is not applicable in the IBTS

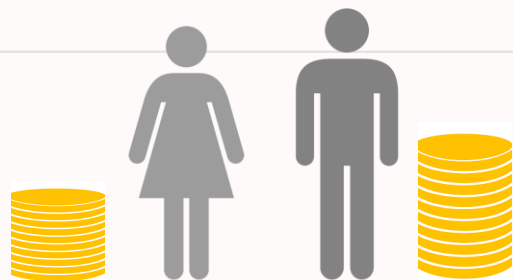


Benefit in Kind

The benefit in kind pay gap is not applicable in the IBTS

IBTS GAP IN MEAN HOURLY REMUNERATION

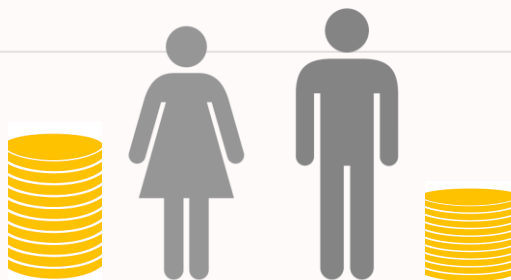
Full Time



€29.21 €31.41

7%

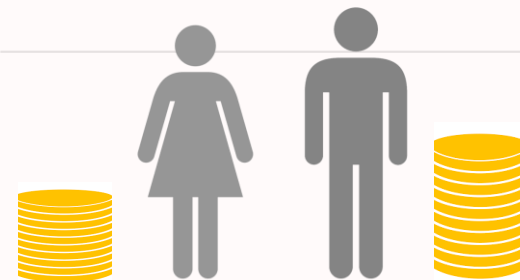
Part Time



€24.35 €24.12

-1%

Temporary

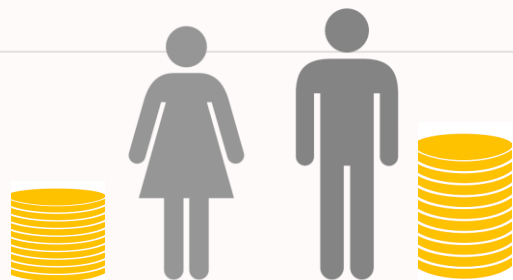


€21.94 €25.77

15%

IBTS GAP IN MEDIAN HOURLY REMUNERATION

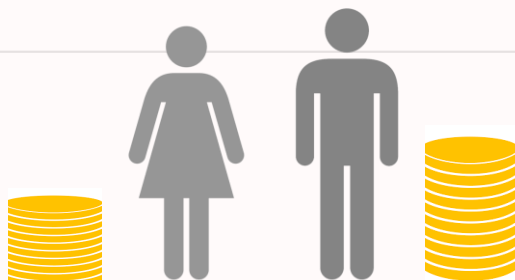
Full Time



€27.42 €27.94

2%

Part Time



€24.54 €25.49

4%

Temporary

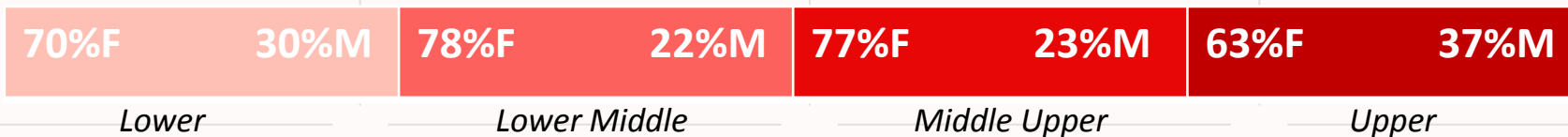


€18.53 €18.85

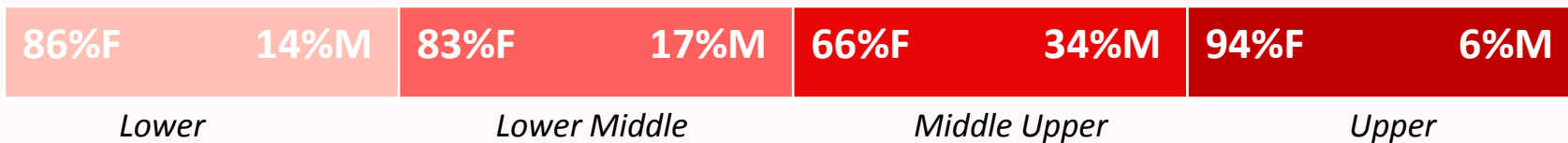
2%

PERCENTAGE OF FEMALES AND MALES BY QUARTILE

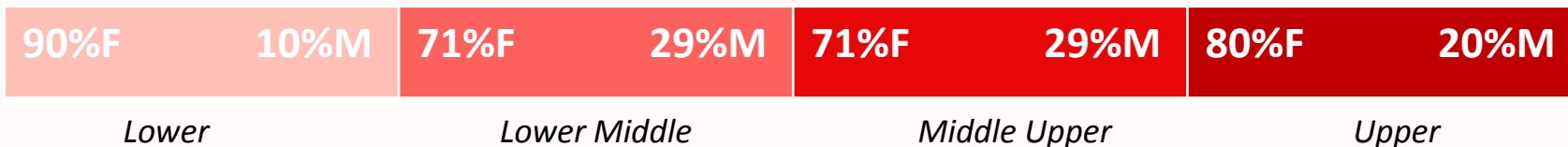
Fulltime



Part time

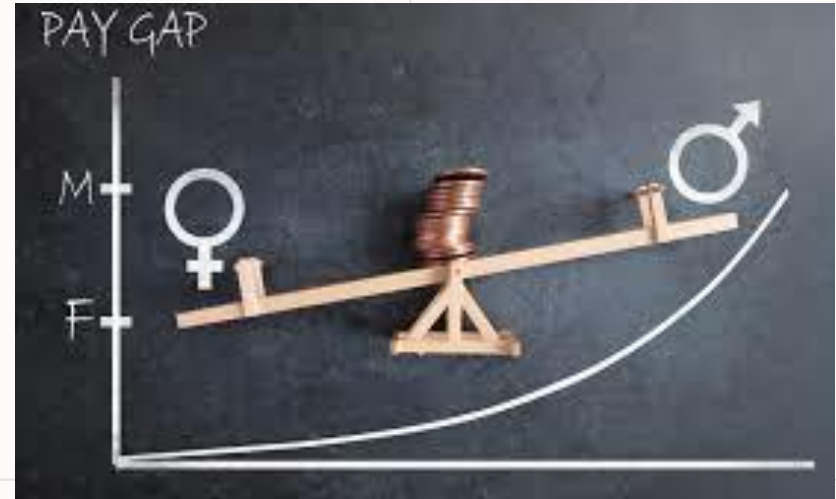


Temporary



INTERPRETING THE RESULTS

- The IBTS gender pay gap results show that, on average, females in fulltime permanent employment and those in temporary employment earn less per hour than their male counterparts. This trend is reversed slightly for part time employees.
- The median hourly remuneration is less across all categories for females when compared with males.
- There are more females across all quartiles in all categories which is representative of the demographics of the organisation (75%F,25%M). However, only 63% of females occupy the fulltime upper quartile while 90% of females occupy the lower temporary quartile.





CLOSING THE GAP

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The IBTS is committed to promoting an inclusive and diverse culture. We know that diversity supports better decision making, problem solving, innovation and performance.

Flexible Working Arrangements

- We have implemented a broad range of policies to support a diverse range of needs including, part time work, shorter working year scheme, career break options, parental leave and fully paid paternity and maternity leave.

Diversity & Inclusion

- We have implemented actions to comply with the Public Sector Equality and Human Rights Duty

Gender Equity

- We have a gender balanced Executive Management Team
- We ensure equal pay for equal work through transparent salary structures.

OUR ACTION PLAN 2023

The IBTS has undertaken the following in an effort to further achieve our strategic ambitions;

1.

Flexible Working Arrangements

- Blended working has been introduced to ensure access to remote working for all genders.

2.

Diversity & Inclusion

- We have implemented unconscious bias training, and celebrated International Women's Day.

3.

Gender Equity

- We are active members of the IMI 30% Club which seeks to achieve gender balance on Boards and Senior Leadership Teams.



%

**GENDER
PAY GAP**