GENDER PAY GAP IRELAND

The gender pay gap refers to the difference between what is earned on average by women and men, based on average gross hourly earnings of all paid employees – not just men and women doing the same job or with the same experiences or working patterns.

About the Gender Pay Gap
A gender pay gap does not indicate discrimination or an absence of equal pay for equal work value. It reports a gender representation gap. If women hold lower paid roles in an organisation than men, the gender gap is likely to be wider.

Types of organisational gaps include:
- Like for like gaps
- Gaps by level
- Organisation wide gaps

Calculation and Reporting
Once gender pay gap reporting comes into effect both private and public-sector organisations will be required to submit the relevant data. Firstly those companies with 250+ employees, within three years, this threshold will reduce to include employers with 150+ employees before finally including companies with 50+ employees.

Benefits of Gender Pay Gap Reporting
- **Reputation**
  - Improves brand reputation
- **Recruitment**
  - Attracts talent as perceived as a fair employer
- **Retention**
  - Staff feel valued and supported creating higher retention rates and lower costs
- **Resources**
  - Boosts staff productivity
- **Representative**
  - Meets the diverse needs of customers and suppliers
How Mazars Can Help

Mazars offers the following services to help companies prepare for the gender pay gap legislation:

1. **Conduct a preliminary assessment of your gender pay gap**
2. **Specify your gender pay measures to improve the gap**
3. **Calculate your gender pay gap**
4. **Assist the preparation of your gender pay gap supporting report and narrative**
5. **Support the development of a plan to address issues noted in gender pay gap and other gender, diversity or inclusions gaps**
   - Culture review
   - Mentoring and coaching
   - Recruitment and selection
   - Progression and career pathways
   - Pay, compensation and benefits
   - Strategy review, board training
   - Flexible working
   - Performance management
   - Training and development
   - HR people management practices

About Mazars

Mazars is a leading professional services firms in Ireland. Services include audit, tax, consulting and financial advisory. With over 400 staff based in Dublin, Galway and Limerick, Mazars Ireland is part of an integrated partnership with over 23,000 professionals in 89 countries.

Offices in Dublin, Galway and Limerick

400+ staff

23,000 professionals in 89 countries

Contacts

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