

# Summary (Q2 2024)

## Ireland Gender Pay Gap Legislation

### **New Legislation Alert:**

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. These regulations are intended to increase transparency and encourage measures to address gender pay disparities within employer organizations in Ireland.

Full information can be found on the [relevant page at gov.ie](#)

### **Who Needs To Comply:**

From 2022, organisations with over 250 employees began reporting on their Gender Pay Gap.

Now, organisations with over 150 employees are being asked to report on their Gender Pay Gap for the first time in 2024.

### **Why Pay Attention Now:**

Not staying compliant can negatively affect employer brand, harm relationships with employees, and tarnish a company's public image, potentially making it difficult to attract and retain top talent.

# Key Requirements

## 1 Pay Information Disclosure

- Companies must publish detailed reports on various remuneration metrics including mean and median hourly remuneration, bonus remuneration, and benefits in kind. This must be disaggregated by gender, and where relevant, by type of employment (e.g., part-time, temporary contracts).

## 2 Reporting Frequency

- These disclosures must be made annually, within six months after a designated "snapshot date" each June.

## 3 Calculation Methods

- The regulations specify formulas for calculating mean and median pay differences between male and female employees, the percentage of employees receiving bonuses, and the distribution of benefits in kind
- For bonus and other remuneration types, adjustments are detailed for cases where the pay period does not align with the reporting period.

## 4 Quartile Pay Bands

- Employers must report the gender distribution within four quartile pay bands, from the lowest to highest earners, providing a clearer picture of pay disparity across different levels of remuneration.

## 5 Publication and Accessibility

- Information must be published on the employer's website in an accessible format or, if no website is available, in physical form at the employer's main business premises.
- This information, along with a relevant report explaining any gender-related disparities and measures being taken to address them, must be kept publicly available for a minimum of three years.

### Take Action Today:

Don't wait for the deadline to approach. Start your compliance journey now to ensure a smooth transition. Click below to schedule your free compliance consultation with the EquiPay team.

[Free Consultation](#)

