



2023 Gender Pay Gap (Ireland)

Insights Report

23 January 2024



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(1) Executive Summary

- Citris Rewards Consulting analysed the gender pay gap reports of over **500 organisations** who have published reports for 2023
- The main findings of the analysis are:
 - The average mean hourly pay gap* for those organisations who published reports in both 2022 and 2023 has **fallen by 1.1 percentage points from 12.3% to 11.2%**
 - The analysis shows **reductions across both public and private organisations**, and across the majority of industry sectors. The exception is the legal sector, where the pay gap, including equity partners, has increased
 - Whilst the overall trend is encouraging, it is against a backdrop where the average pay of men is still greater than the average pay of women at 86% of organisations.
 - Pay gaps have **reduced for 60% of organisations** in our analysis [relative to 2022], but they have **increased or remained the same for the remaining 40%**. The impact across all organisations is a reduction in the average gender pay gap as outlined above.
- At Ireland's **largest listed companies** (represented by the ISEQ 20), the **gender pay gap is greater** than across the broader private sector.
- The highest pay gaps are in **legal, banking, engineering, construction and insurance**
- The lowest pay gaps are in **consumer goods, public sector, charities, hospitality and retail**.

(2) Overall Gender Pay Gap Results

	Total
# of 2023 GPG Reports we have tracked	500
Average of Mean Hourly Pay Gaps:	11.2%
% Companies where men are paid more than women*:	86%
% Companies where women are paid same or more than men*:	14%

Public Sector	Private Sector	ISEQ 20 <i>(subset within Private Sector)</i>
106	394	13
4.0%	12.9%	18.6%
71%	90%	92%
29%	10%	8%

*Mean Hourly Pay Gap – all employees

(3) Progress 2023 v 2022

Of the 500 reports for 2023 which Citris has tracked, we were able to locate corresponding 2022 reports for 455 of these organisations. Comparing the Mean Hourly Pay Gaps for each of the organisations between 2022 and 2023 indicates that average pay gaps have reduced as follows:

	Total	Public Sector	Private Sector	ISEQ 20
# of Companies with both 2023 and 2022 reports	455	103	352	13
Average of Mean Hourly Pay Gaps – 2023	11.2%	3.9%	13.4%	18.6%
Average of Mean Hourly Pay Gaps – 2022	12.3%	5.1%	14.4%	20.0%
Change in Average of Mean Hourly Pay Gaps	-1.1%	-1.2%	-1.0%	-1.4%

Note: The 2023 gaps in the table above differ from slide 4 because the analysis above only takes account of organisations who published reports in both 2022 and 2023. This is necessary in order to ensure an “apples to apples” comparison.

(4) Sector Analysis

For organisations who published reports in both 2022 and 2023 (i.e., a like for like comparison)

Sectors with largest pay gaps (Top 5)

Sector	Average Mean Hourly Pay Gaps 2023	Average Mean Hourly Pay Gaps 2022	Change in Average Mean Hourly Pay
Legal	54.7%*	53.5%*	+1.2%
Banking	23.9%	27.4%	-3.5%
Engineering	21.9%	23.1%	-1.2%
Insurance	21.9%	23.6%	-1.7%
Construction	20.6%	23.0%	-2.4%

*includes equity partners for legal firms. If equity partners are excluded, the results are as follows:

2023: 6.8%
 2022: 7.9%
Difference -1.1%

Sectors with lowest pay gaps (Top 5)

Sector	Average Mean Hourly Pay Gaps 2023	Average Mean Hourly Pay Gaps 2022	Change in Average Mean Hourly Pay
Consumer Goods	3.2%	5.6%	-2.4%
Public Sector	3.9%	5.1%	-1.2%
Non Profit / Charity	4.6%	4.7%	-0.1%
Hospitality	7.4%	8.9%	-1.5%
Retail & Wholesale	8.5%	8.8%	-0.3%



Appendix



About Citris



- Citris was founded in 2021 by Oliver Coakley, a compensation and benefits executive with extensive global rewards experience.
- We offer a comprehensive range of reward consulting services to help Irish organisations with all aspects of their compensation and benefits programmes – from developing a rewards strategy, to programme evaluation and design, all the way to implementation and communication.
- Citris’ senior consultants have worked in-house and have led successful reward change projects in many different businesses – including Kerry Group, Coca-Cola and Biogen. This “hands on” experience, combined with our straight talking and innovative approach to rewards sets us apart.
- Guided by our core values of being Courageous, Curious, Creative, and Collaborative, we partner with clients to provide a different approach to rewards consulting.
- More information about Citris can be found at www.citris.ie



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