

THE IRISH TIMES GENDER PAY GAP REPORT

The Irish Times DAC
Date: 18th December 2023



GENDER PAY GAP

REPORTING EXPLAINED

What is the Gender Pay Gap statutory reporting?

The gender pay gap, not to be confused with the issue of equal pay, shows the difference in the Mean (average) and Median hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations are required to follow a calculation methodology set out by the Gender Pay Gap Information Act 2021 to report their mean and median pay gaps across a number of data sets;

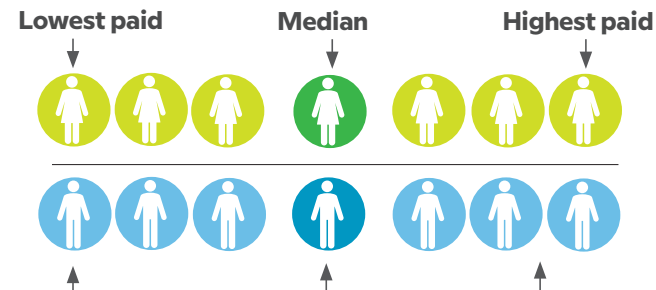
There are seven reporting requirements:

- 1** The mean and median pay gap in hourly pay between male and female employees
- 2** The mean and median pay gap in hourly pay between part-time male and female employees
- 3** The mean and median pay gap in hourly pay between temporary male and female employees
- 4** The mean and median bonus pay gap between male and female employees
- 5** The percentage of male and female employees who received bonus pay
- 6** The percentage of male and female employees who received benefit in kind
- 7** The percentage of male and female employees in each of four pay band quartiles

In 2022, employers had to choose a “snapshot date” in June, which will mirror their reporting date in December each year. The Irish Times snapshot date is 28th June for reporting purposes. Therefore, the Gender Pay Gap information in this report relates to those still in employment at 28th June 2023. The reporting period is the 12-month period immediately preceding this date from 29 June 2022 to 28 June 2023. The Gender Pay Gap report will be available on our website by the disclosure date of 28th December 2023.

Distinguishing between median and mean

Median Calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Median Calculation

Sum of women's
hourly rate of pay



Sum of men's
hourly rate of pay



v's

Total number of women

























Total number of men

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

WHAT IS OUR GENDER PAY GAP SHOWING?

GENDER PAY GAP REPORTING

		2023	2022	
Mean Hourly Pay		4.24%	14.47%	
Median Hourly Pay		8.15%	20.39%	
PT Mean Hourly Pay		-45.15%	-42.47%	
PT Median Hourly Pay		-59.34%	-53.28%	
Mean Temp Pay		4.31%	39.69%	
Median Temp Pay		11.78%	12.82%	
Mean Bonus Pay		-37.61%	-18.64%	
Median Bonus Pay		0%	0%	
The percentage of male & female staff receiving bonus		80.43%	74.6%	
		82.65%	86.2%	
The percentage of male & female staff receiving BIK		5.07%	5.48%	
		4.42%	4.90%	

The mean hourly rate for females increased by 10.5% (male rate +0.6%) during the year to 28th June 2023. This was due to a number of senior female executive appointments.

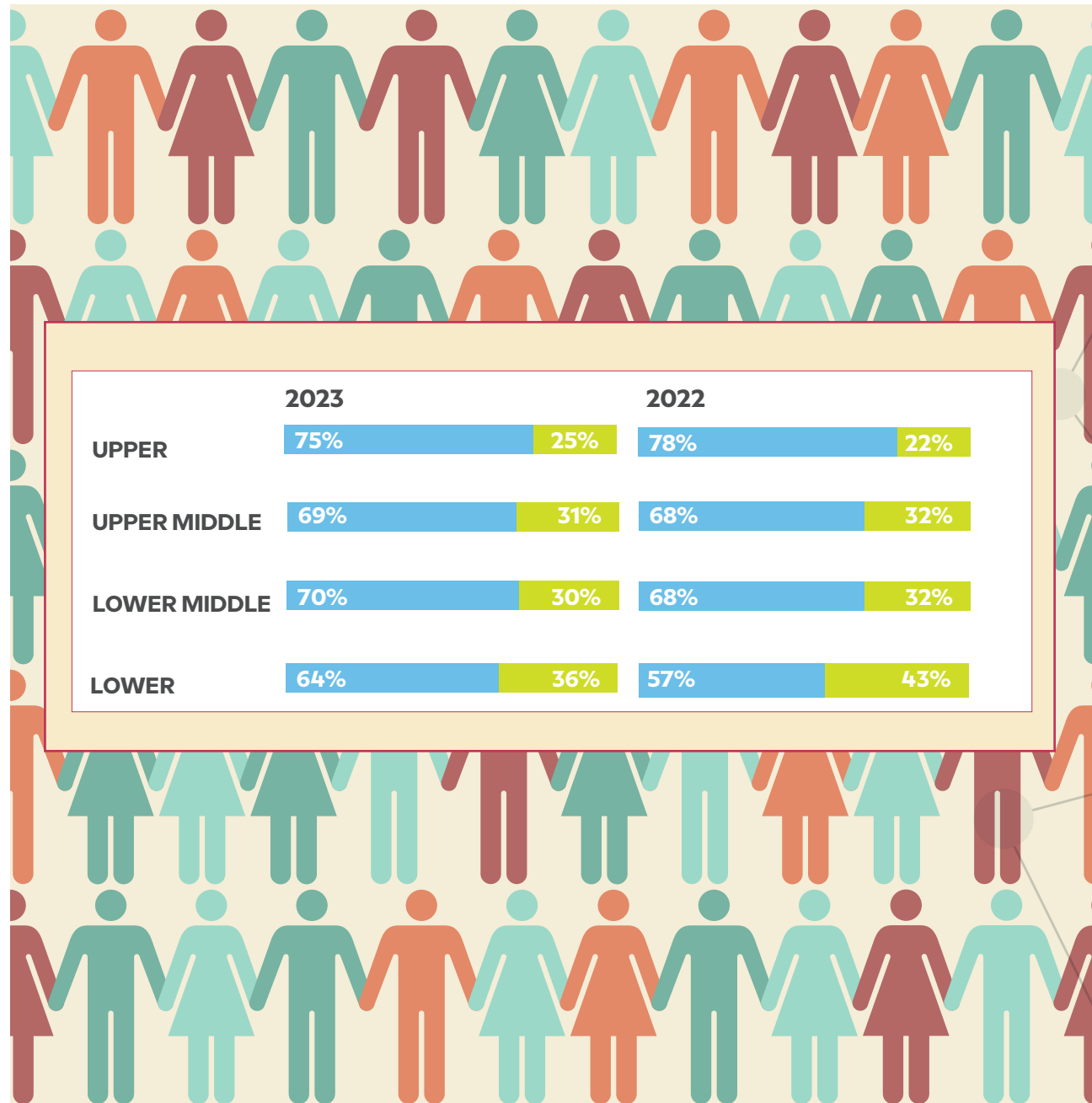
The mean hourly Gender Pay Gap reduced overall from 14.5% to 4.2%. All other Gender Pay Gaps reported further improvements on 2022 in a positive showing for the year.



ORGANISING EMPLOYEES INTO QUARTILES

While the increase from 22% to 25% in females in the Upper quartile reflects the senior executive appointments, the movement in the middle quartile is as a result of additional male staff at our CityWest print plant due to the commencement of new print contracts in 2023.

The challenge remains lowering the Gap in other sections of the business such as Technology and Editorial.



GENDER PAY GAP ACTION PLAN



At The Irish Times we have ambitious Goals in relation to eliminating the Gender Pay Gap. As highlighted in our 2022 report our aim is to:

- 1. Reduce the overall gender pay gap at The Irish Times every year.**
- 2. Within five years, aim to achieve a 50:50 gender balance in the top half of the organisation.**
- 3. By 2027 be within 5% of eliminating our Gender Pay Gap**

In 2023 we have made excellent progress along the path of eliminating the Gender Pay Gap in the organisation and have already achieved our third objective well in advance of the 2027 target. It is very important that we remain focused every day on reducing the Gender Pay Gap. Our continued focus will be on:



A. Attracting diverse talent to the Organisation

- Review and enhance our recruitment process, ensuring that we attract sufficient diverse talent to The Irish Times, reduce the potential for unconscious bias and unintended barriers and measure and report recruitment metrics and trends to the Senior Leadership Team.
- Use gender neutral language in our role profiles and advertisements.
- Requiring candidate shortlists for senior management roles to be 50/50 or 60/40,
- Encourage a wider pool of candidates through flexibility in how roles can be structured e.g. Job Sharing.



B. Developing diverse talent to reach their full potential

- Showcasing role models within the Irish Times and our readers.
- Female talent acceleration programme.



C. Enabling careers to thrive

- A continued focus on improving the diversity of our content, reflecting our diverse readership and subscriber base.
- Extension of the internal mentoring programme.
- Provide a career journey and learning pathway.

