



Gender Pay Gap Report 2022

December 2022



Introduction

This report is issued to comply with the Gender Pay Gap Information Act 2021. As an employer with more than 250 employees, Carriglea Cáirde Services is obliged to publish a report on a snapshot in June 2022.

Overview of the 2022 Gender Pay Gap

For the 12 month reporting period up to 24th June 2022 for employees on Carriglea Cáirde Services' payroll, the Median Gender Pay Gap is -0.46% in favour of female employees while the Mean Gender Pay Gap is 3.31% in favour of male employees.

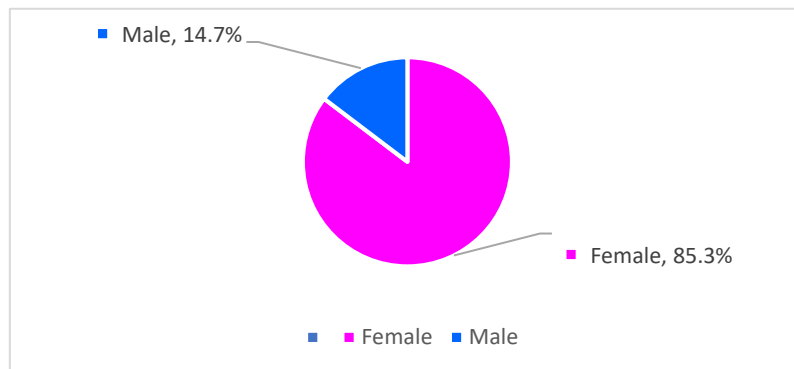
The Service's gender pay profile is primarily driver by gender differences by grade and by length of service. There is no pay inequality in Carriglea Cáirde Services as all staff, regardless of gender, are paid on the same salary scale for the same grade.

In 2022 Carriglea Cáirde Services continued to offer a range of flexible working arrangements that help our staff fulfil personal and family responsibilities while remaining in active employment. Such measures include part-time contracts; flexible rosters; parental leave; shorter working year with additional unpaid leave; and blended working.

2022 Gender Profile

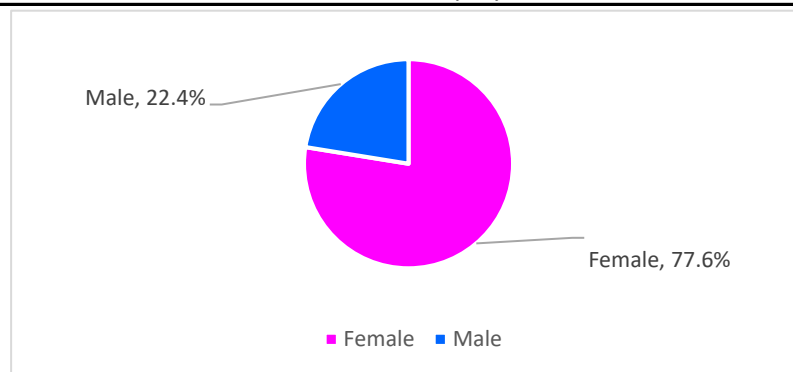
For the period July 2021 - June 2022

Total - All Employees



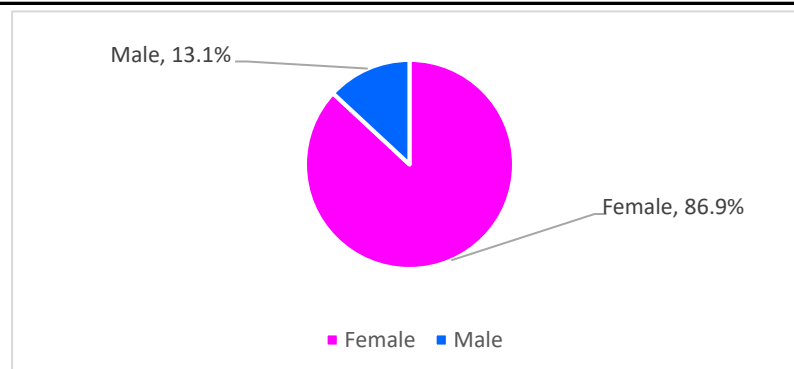
Gender	Female	Male
% of All Employees	85.3%	14.7%
Number of Employees	244	42

Total - Full-Time Employees



Gender	Female	Male
% of Full-Time Employees	77.6%	22.4%
Number of Full-Time Employees	38	11

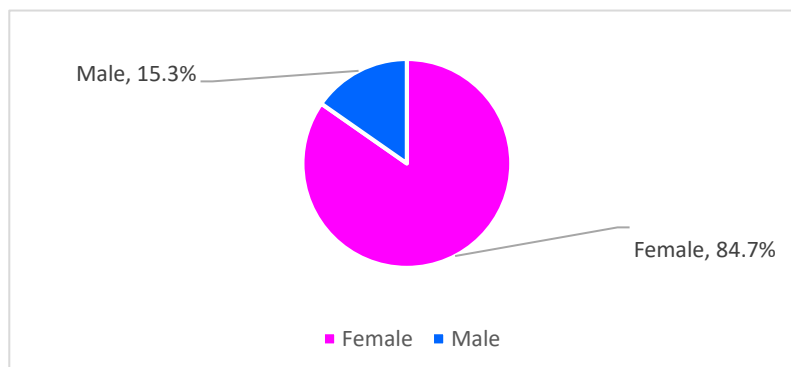
Total - Part-Time Employees *



Gender	Female	Male
% of Part-Time Employees	86.9%	13.1%
Number of Part-Time Employees	206	31

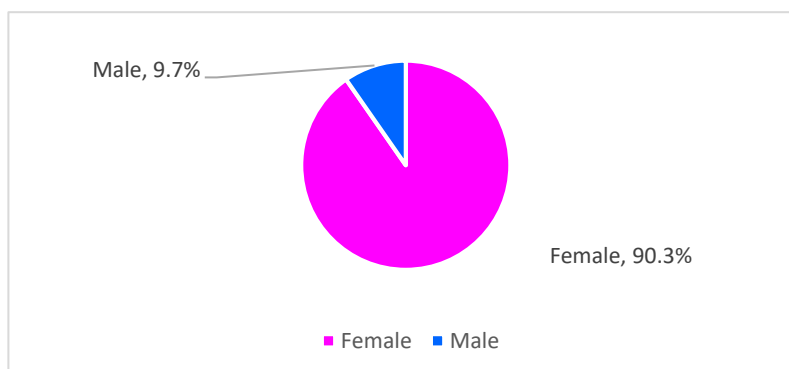
* Part-time employees are employees whose working pattern is less than 100% of full-time working hours.

Total - Permanent Employees



Gender	Female	Male
% of Permanent Employees	84.7%	15.3%
Number of Permanent Employees	216	39

Total - Temporary Employees



Gender	Female	Male
% of Temporary Employees	90.3%	9.7%
Number of Temporary Employees	28	3

Remuneration

For the period July 2021 - June 2022

All Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€22.68	Female	€21.61
Male	€23.45	Male	€21.51
All Employees	€22.79	All Employees	€21.59
Mean Gender Pay Gap €	€0.78	Median Gender Pay Gap €	-€0.10
Mean Gender Pay Gap %	3.31%	Median Gender Pay Gap %	-0.46%

Full-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€27.76	Female	€27.74
Male	€27.38	Male	€22.98
All Employees	€27.68	All Employees	€27.32
Mean Gender Pay Gap €	-€0.38	Median Gender Pay Gap €	-€4.76
Mean Gender Pay Gap %	-1.39%	Median Gender Pay Gap %	-20.70%

Part-Time Staff			
Mean Hourly Remuneration		Median Hourly Remuneration	
Female	€21.74	Female	€21.25
Male	€22.06	Male	€21.46
All Employees	€21.78	All Employees	€21.26
Mean Gender Pay Gap €	€0.32	Median Gender Pay Gap €	€0.21
Mean Gender Pay Gap %	1.45%	Median Gender Pay Gap %	1.00%

Remuneration

As there were no bonuses paid to Carriglea Cáirde Services staff, there is no data available for this category.

Benefits-in-Kind (BIK)

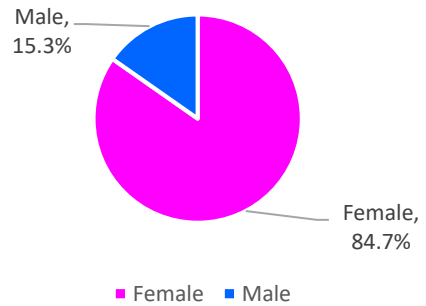
As there were no benefits-in-kind (BIK) provided to Carriglea Cáirde Services staff, there is no data available for this category.

Remuneration Quartiles

For the period July 2021 - June 2022

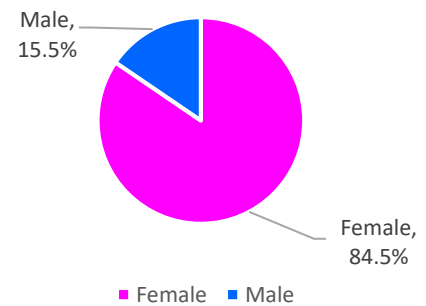
Lower Remuneration Quartile

Gender	Female	Male
% of Total Employees	84.7%	15.3%
Number of Employees	61	11



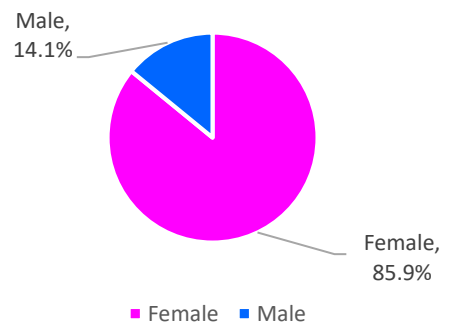
Lower Middle Remuneration Quartile

Gender	Female	Male
% of Total Employees	84.5%	15.5%
Number of Employees	60	11



Upper Middle Remuneration Quartile

Gender	Female	Male
% of Total Employees	85.9%	14.1%
Number of Employees	61	10



Upper Remuneration Quartile

Gender	Female	Male
% of Total Employees	86.1%	13.9%
Number of Employees	62	10

