

Gender Pay Gap Reporting Checklist

Organisation:	publicjobs
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SNAPSHOT DATE

Snapshot date:	20 th June 2025
Reporting period - from:	28 th June 2024
Reporting period - to:	20 th June 2025

HEADCOUNT on snapshot date - See Note 1

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	106	3	109	2
Female	178	33	211	1
Other				
TOTAL	284	36	320	3

Gender Pay Gap Metrics [Regulations 7(I), 8(I), 9(I), 10(I)]

Gender gap in Hourly Remuneration – See Note 2

	Mean	%	Median	%
All Employees	R.7(I)(a)	-16.50%	R.8(I)(a)	-12.24%
Part Time Employees	R.7(I)(b)	11.92%	R.8(I)(b)	-8.14%
Temporary Workers	R.7(I)(c)	2.25%	R.8(I)(c)	2.25%

Gender Gap in Bonus

	Mean	%	Median	%
Bonus	R.9(I)(c)	N/A	R.9(I)(c)	N/A

	% of all Male		% of all Female	
% in receipt of Bonus	R.9(I)(c)	N/A	R.9(I)(c)	N/A
% in receipt of Benefit in Kind	R.9(I)(d)	N/A	R.9(I)(d)	N/A

Pay Quartiles - See Note 3

	% Male		% Female	
Quartile 1	<i>R.10(1)(a)</i>	37.50%	<i>R.10(1)(a)</i>	62.50%
Quartile 2	<i>R.10(1)(b)</i>	43.59%	<i>R.10(1)(b)</i>	56.41%
Quartile 3	<i>R.10(1)(c)</i>	31.71%	<i>R.10(1)(c)</i>	68.29%
Quartile 4	<i>R.10(1)(d)</i>	23.75%	<i>R.10(1)(d)</i>	76.25%

Gender Pay Gap Information Report *[Regulation 6]*

Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? <i>[Y/N]</i>	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case?	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences?	Y

Gender Pay Gap Statement

Organisation:	publicjobs
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Reasons for the differences relating to remuneration that are referable to gender

Our 2025 Gender Pay Gap Report shows a pay gap in favour of females. This outcome reflects the make-up of our workforce, which includes 320 employees—34% male and 66% female. At publicjobs, we are proud of our strong history of female representation at every level of the organisation, including senior leadership and key decision-making positions. We continue to be dedicated to promoting greater inclusion and representation of all genders across our workforce.

We remain focused on ensuring that the public service reflects the diversity of the society it serves. We recognise our role in actively attracting a broad spectrum of talent and working with our clients to create opportunities and workplace experiences that retain exceptional people, in line with our Statement of Strategy 2025 - 2028, Recruit with Purpose: Delivering a future-ready public service workforce.

Measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences

Our ED&I strategy reinforces our commitment to Equality, Diversity and Inclusion (ED&I) by placing a strong emphasis on advancing our equality monitoring data. This strengthened focus helps us to identify and remove potential barriers, supporting a more inclusive and equitable recruitment process. It also enables us to gain deeper insight into the diverse needs of our workforce. Our aim is to continue building diversity at every level of the organisation, ensuring that opportunities are open to all and truly representative of the communities we serve.

As an organisation, we remain dedicated to progressing the implementation of our ED&I Strategy, as well as designing and delivering initiatives and projects that further embed ED&I principles within publicjobs and across the wider civil and public service.

This strategy will continue to focus on the three key areas: better data and insights, better processes and continuing to influence and lead by example for our partners and clients on inclusive recruitment, building on the success of the last three years.

Further information of relevance

Our Statement of Strategy is accessible on our [About Us webpage](#). Our Equality, Diversity and Inclusion (ED&I) Strategy, is accessible on our [Equality, Diversity and Inclusion webpage](#).

Further information relating to Gender Pay Gap reporting is accessible from the [Department of Children, Equality, Disability, Integration and Youth \(DCEDIY\)](#) section on gov.ie.

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