

Gender Pay Gap Reporting Checklist

Organisation:	publicjobs
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SNAPSHOT DATE

Snapshot date:	21 st June 2024
Reporting period - from:	30 th June 2023
Reporting period - to:	21 st June 2024

HEADCOUNT on snapshot date - See Note 1

HEADCOUNT	fulltime employees	part-time employees	TOTAL employees	of whom are temporary
Male	114	6	120	7
Female	160	29	189	4
Other				
TOTAL	274	35	309	11

Gender Pay Gap Metrics [Regulations 7(1), 8(1), 9(1), 10(1)]

	Gender gap in Hourly Remuneration - See Note 2			
	Mean	%	Median	%
All Employees	R.7(1)(a)	-18.84%	R.8(1)(a)	-20.90%
Part Time Employees	R.7(1)(b)	-6.45%	R.8(1)(b)	-31.94%
Temporary Workers	R.7(1)(c)	-0.36%	R.8(1)(c)	-0.66%

	Gender gap in Bonus			
	Mean	%	Median	%
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male			% of all Female	
% in receipt of Bonus	R.9(1)(c)	N/A		R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A		R.9(1)(d)	N/A

Pay Quartiles - See Note 3	% Male		% Female	
Quartile 1	R.10(1)(a)	45.45%	R.10(1)(a)	54.55%
Quartile 2	R.10(1)(b)	50.00%	R.10(1)(b)	50.00%
Quartile 3	R.10(1)(c)	32.89%	R.10(1)(c)	67.11%
Quartile 4	R.10(1)(d)	26.92%	R.10(1)(d)	73.08%

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

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Reasons for the differences relating to remuneration that are referable to gender

Our 2024 Gender Pay Gap report highlights a pay gap in favour of females. This outcome reflects the composition of our workforce, which consists of 309 staff members—39% male and 61% female. At publicjobs, we take pride in our long-standing tradition of strong female representation across all levels of the organisation, including senior leadership and decision-making roles. We remain committed to fostering greater representation of other genders throughout the organisation.

Our focus is on ensuring the public service mirrors the diversity of the society it serves. We recognise our responsibility to actively attract a wide range of talent and collaborate with our clients to offer roles and employee experiences that retain top talent, as outlined in our NUA26 Statement Strategy.

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

This year's Gender Pay Gap report's quartile figures demonstrate that the % gap between men's and women's earnings is narrowing compared to last year's figures. With there being a 50/50 split in quartile 2. It highlights the progress in reducing pay disparities and achieving greater balance in income distribution across our workforce.

Our NUA26 strategy that launched in 2023 emphasizes our commitment to Equality, Diversity and Inclusion (ED&I) by prioritizing the advancement of our equality monitoring data. This enhanced focus allows us to identify and address potential barriers, ensuring a more inclusive recruitment process. It will enable us to better understand the diverse needs of our workforce. Our goal is to increase diversity across all levels of the organisation, ensuring that opportunities are accessible to all and reflective of the communities we serve.

This in turn will contribute to eliminating or reducing such differences.

Further information of relevance

Our NUA Statement of Strategy, is accessible [here](#). Our Equality, Diversity and Inclusion (ED&I) Strategy, is accessible [here](#).

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

Publication

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