

# Gender Pay Gap Report 2025

The Gender Pay Gap Information Act requires organisations to report their hourly gender pay gap. Since 2022, companies with 250+ employees have done this publicly; from 2025, the threshold drops to companies with 50+, bringing Rethink Ireland into scope.

The gender pay gap looks at the difference in average hourly pay between men and women across the organisation as a whole. It does not compare people doing the same job or measure equal pay for equal work. Instead, it highlights wider patterns such as how roles are distributed across pay levels, seniority, working patterns, and access to bonuses.

## What pay information was used and what is the timeline

Employers must choose a date during the month of June as the “snapshot” date for reporting each year. Rethink Ireland has chosen **30 June 2025** as our snapshot date, including all employees employed on that date. At that time, **71% of our workforce was female and 29% male**. This context is important when interpreting the results as with the majority of our employees being women, this influences the pay gap result. The calculations are based on gross pay, before tax or deductions and include basic pay and allowances and bonus payments (where applicable). Using an hourly pay baseline allows a fair comparison between full-time and part-time employees.

## How hourly pay was calculated

For each employee, hourly pay was calculated as: hourly pay = gross pay during the twelve-month period from 1 July 2024 to 30 June 2025 divided by total hours paid during the same period. All gender pay gap figures are based on the calculated hourly pay rates.

## Calculating the Mean and Median hourly gender pay gap

To calculate the mean hourly gender pay gap, we calculate the mean (average) hourly rate for women and men separately and then calculate the difference. This difference is then divided by the mean (average) hourly rate for men to determine the percentage mean pay gap.

***For the year ending 30 June 2025, the mean (average) gender pay gap, is 7.49%. This means, at Rethink Ireland, on average men earn 7.49% more per hour than women.***

The median hourly gender pay gap is the middle point when ranking everyone by hourly pay. We calculate the median (middle point) hourly rate for women and men separately and then calculate the difference. This difference is then divided by the median (middle point) hourly rate for men to determine the percentage median pay gap.

***For the year ending 30 June 2025, the median gender pay gap is 5.74%. This means that, at Rethink Ireland, at the middle point of hourly pay rates by gender, a man earns 5.74% more per hour than the equivalent woman.***

## Explaining our results

On average, male hourly pay is higher across the organisation, and this is not an unusual outcome in an organisational demographic where women significantly out-number men at all levels. With a predominantly female workforce, women's salaries tend to be distributed across the full salary pay-scale ranges for various roles. By contrast, with fewer men in each role/pay scale band the average is more reflective of a single point in that range than the range itself. Also, the difference between the mean/average gap (7.49%) and the median/mid-point gap (5.74%) indicates that with slightly more men in more senior and higher-paid roles (the "upper quartile"), this pushes the average gender pay gap upwards as the pay gap is calculated based on all roles compared together in a single calculation.

In summary, while Rethink Ireland does report a gender pay gap favouring male employees, these figures reflect our workforce size and composition rather than unequal pay for the same work. We remain committed to fairness and transparency, and we do this through making our pay-scales for all roles in Rethink Ireland available to all staff and in setting salaries within those pay scales based on skills, competencies and experience, irrespective of gender.

## Other metrics

In addition to reporting on the mean and median hourly gender pay gap, we are also required to report on a number of other metrics as set out below:

### ***Part-time pay gap***

- Mean part-time pay gap: 10.83%
- Median part-time pay gap: 10.55%

These results are sensitive to the small number of employees with part-time contracts and reflect patterns in roles and working arrangements rather than unequal pay for equal work.

### ***Bonus pay gap***

- Mean and median bonus pay gap: 36.0%
- 13.3% of men and 2.7% of women received a bonus.

Bonus pay gap results are heavily impacted by the small number of employees being eligible for bonus payments. This pay gap reflects the difference in overall pay rates linked to seniority and the gender mix of employees in roles eligible for bonus, rather than a differences in the underlying bonus calculation methodology, which is the same for all eligible employees regardless of gender.

### ***Pay quartiles***

A quartile divides employees into four equal groups based on hourly pay, from lowest to highest. Each quartile represents 25% of the workforce and shows how men and women are distributed across pay levels.

- Lower quartile: 71% women / 29% men
- Lower middle quartile: 75% women / 25% men
- Upper middle quartile: 75% women / 25% men
- Upper quartile: 64% women / 36% men

Women are the majority of employees in every quartile. The small increase in the number of men in the top quartile, where pay tends to be higher, helps explain the overall gender pay gap.

## **Conclusion**

This initial gender pay gap report provides a benchmark for Rethink Ireland, to support our understanding of pay patterns across the organisation. Overall, the findings are reflected of a

predominately female workforce with modest gender pay gaps influenced by workforce composition and role distribution rather than unequal pay for equal work.