

Slieve Russell Hotel Gender Pay Gap Report 2024 - The Gender Pay Gap Information Act 2021

What is Gender Pay Gap?

The Gender pay gap is the difference in the average hourly wage of men and women across a workforce, expressed as a percentage of the average male earnings. It compares the pay of all working men and all working women. Not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

Statutory Reporting

Total Female 59.67% Male – 40.33%

| | |
|---|---------|
| Mean Gender Pay Gap | 5.59% |
| Median Gender Pay Gap | 1.73% |
| Mean Gender Pay Gap - Temporary and Part Time Employees | 9.82% |
| Median Gender Pay Gap - Temporary and Part Time Employees | -4.70% |
| Proportion of Female Employees receiving a bonus | 7.62% |
| Proportion of Male Employees receiving a bonus | 5.58% |
| Mean Gender Bonus Gap | 47.13% |
| Median Gender Bonus Gap | -29.10% |
| Proportion of Female employees receiving BIK | 3.12% |
| Proportion of Male employees receiving BIK | 2.76% |

Slieve Russell Hotel Pay Gap

The Gender pay gap compares favourably to the national gender pay gap in Ireland, which is 11.2% according to Eurostat figures and to the EU average of 12.7%. We strive for gender equality through training, education and awareness.

Quartiles July 1st 2023– June 30th 2024

| Proportion of male and female employees in each pay quartile | Female | Male |
|---|---------------|---------------|
| Lower | 59.50% | 40.50% |
| Lower Middle | 66.67% | 33.33% |
| Upper Middle | 56.00% | 44.00% |
| Upper | 48.57% | 51.43% |