



EY Ireland Gender Pay Gap Report 2024

December 2024



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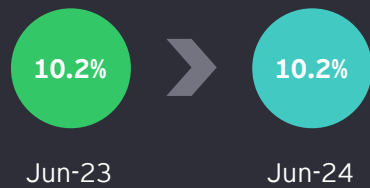
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Executive Summary

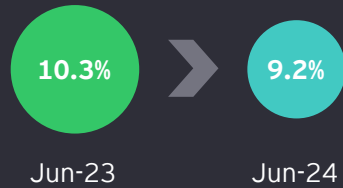
- The data outlined in this report highlights how EY has performed against all the metrics requested in the Regulations in the Gender Pay Gap Information Act 2021. Our snapshot date is 30 June 2024.
- EY operates as a national practice across the island of Ireland but our colleagues in Northern Ireland are included in our EY UK gender pay gap report and therefore are not reported in our EY Ireland gender pay gap.

Our outcome

Mean hourly pay gap



Median hourly pay gap



Firm Representation – June 2024



Equity Partner Female Representation



- Our 2024 gender pay gap numbers shows our mean pay gap remains the same year on year and our total median pay gap has decreased by 1.1% which is a positive movement. We are also pleased to note a reduction in the mean bonus gap of 3.7% and the median bonus gap of 11.1%.
- Our ambition is to achieve and maintain 50/50 gender parity up to Director level and 35% female representation in our partnership. Our long-term goal is to attain these targets in both our leadership team and equity partner population. Our female representation on our EY Ireland Leadership Team is 33% and at equity partner level stands at 29%, a slight reduction year on year due to the growth of the partnership through external hires and promotions. This will remain an area of focus for us in future periods as we strive towards 35% female representation.
- While we are pleased to have made progress on a number of the GPG metrics this year, we acknowledge that we need a continued focus to close the gap. We are dedicated to actively addressing this through action and interventions which together with increased tenure in role for females, will narrow the disparity over time.

Our gender pay gap

All employees

Jun-23		Jun-24
10.2%	Mean hourly pay gap	10.2%
10.3%	Median hourly pay gap	9.2%

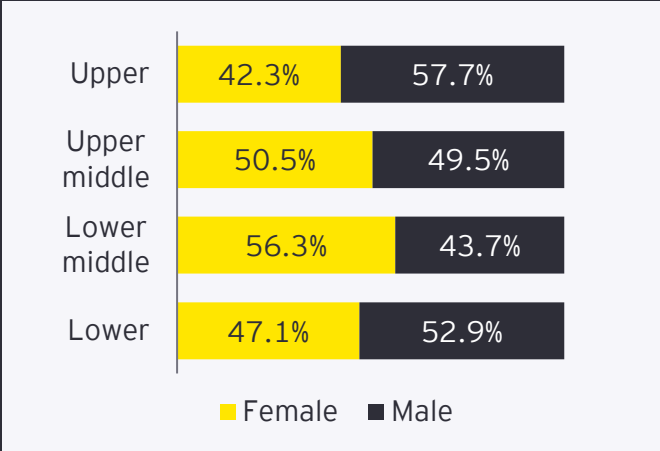
Bonus

Jun-23		Jun-24
19.4%	Mean bonus gap	15.7%
16.7%	Median bonus gap	5.6%

All employees including equity partners

Jun-23		Jun-24
32%	Mean hourly pay gap	30.3%
12.0%	Median hourly pay gap	12.8%

- Our mean hourly gender pay gap stands at 10.2%, while our median pay gap has shown an improvement of 1.1%. This gap exists because of the imbalance in the representation of females in senior management and leadership positions in the firm. Males currently hold more of the senior roles and women in these positions have fewer years in role. More time at level for our senior women will improve this position over time.
- We are pleased to report an improvement in both our mean and median bonus gaps compared to last year. Our mean bonus gap has improved by 3.7% which is driven by our roles at Director level and above. Our median bonus gap has improved by 11.1% which is driven by our roles at Senior Manager level and above.
- We have also included the gender pay gap data including equity partners who are owners of the business and are encouraged to see a 1.7% reduction in the mean gap bringing it to just over 30%.



Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid employee to the lowest hourly paid employee. The percentages represent the gender split in each of these quartiles. It is evident from the data that the disparity persists among the highest earners in the fourth quartile, where there is a significantly higher proportion of males compared to females.

Tackling our Gender Pay Gap

We are committed to addressing gender balance at all levels of the organisation and accelerating diversity in leadership positions. While targets help maintain our focus, we recognise that key to making progress is implementing the right interventions. The following are our key areas of focus:

01.

Leadership Accountability and Reporting

Robust **KPI and diversity dashboards** ensuring accountability and focus amongst Senior Leadership and the wider Partner group for achievement and reporting of progress against our objectives.

External recruitment targets at each level to achieve a pipeline of 50:50.

A **Gender Projection Tool** was launched in 2024 and is now being used across the business to gain real time insights into gender dynamics within each service line to track and forecast progress.

02.

Advocacy and Support Networks

We support a number of initiatives, communities and campaigns both internally and externally to drive gender equity and the advancement of women in the workplace:

- **30% Club Senior Women in Technology Programme** which is led by Niamh O'Beirne. In addition, Frank O'Keefe, our Managing Partner sits on the 30% Club Advisory Group and is the representative for the Professional Services Group
- **Insurance Supper Club** Group
- **Women in Tax in Ireland** (WiTii)
- **EY Women in Tech**
- Irish Chapter of **100 Women in Finance**
- **EY Next Gen Women** programme
- Our internal **EY Women's Network**

03.

Flexible and Supportive Culture

In 2024, we refreshed and enhanced our suite of **Supportive Leave Policies**, launching 5 new policies to support our employees through various life stages and challenges:

- Menopause
- Early Pregnancy Loss
- Fertility
- Domestic Violence
- Surrogacy

We are dedicated to our **Hybrid Working Model**, providing flexible working arrangements that cater to the diverse needs of our workforce and allowing our employees to balance their professional and personal lives.

04.

Education and Development

We upskill our people to lead with empathy, invest in ongoing learning and awareness building to support inclusiveness and invest differentially in programmes aimed at developing female talent. In 2024 this included:

- The addition of **Upstanding Interventions** to our suite of DEI learning for all EY people offering practical skills to strengthen equity in work interactions.
- **Inclusive recruitment training** for hiring managers
- Increased investment in **Navigate@EY** – a development programme designed to support females in the early/mid-stages of their careers, and we are pleased to see the positive impact of this on representation at manager level.





Appendix





Defining the gender pay gap

- The gender pay gap refers to the disparity in the average hourly wages between men and women within an organisation, irrespective of their roles. It should be noted that this concept is distinct from equal pay for equal work. By delving into the gender pay gap, we glean valuable insights into the gender distribution throughout an organisation, thereby facilitating increased female representation in leadership positions.
- A gender pay gap arises due to an uneven gender distribution within an organisation, characterised by either a larger proportion of women in junior roles or a smaller number of women in senior positions compared to men. Consequently, the persistence of the pay gap is highly likely until organisations achieve equitable gender representation at all levels—a goal to which we are diligently committed

Calculating the gender pay gap

- The gender pay gap is determined by employing two key metrics:
 1. The mean gender pay gap represents the variance between the mean pay (average pay) of men and women within an organisation. To compute this figure, we standardise all employee compensation to an hourly rate, aggregate these amounts, and then divide by the total number of relevant employees
 2. The median gender pay gap signifies the percentage difference between the midpoints of pay for men and women across the organisation
- The calculation of the mean and median bonus gender pay gap employs the same methodology

Appendix: Our regulatory reporting requirements

Under the regulations we are required to report on all our legal entities with >250 employees. We have 2 such entities, EY Chartered Accountants which employs our client facing colleagues and EY Services company which employs our colleagues focussed on supporting our business. We are focussed on improving our overall firm Gender Pay Gap so our actions and strategy are developed on a firmwide basis.

Regulation	Category	EY Chartered Accountants		EY Services	
7 (1) (a)	Mean hourly remuneration	9.0%		19.5%	
7 (1) (b)	Mean hourly remuneration (part-time employees)	-3.9%		-120.3%	
7 (1) (c)	Mean hourly remuneration (temporary employees)	-7.0%		-59.6%	
8 (1) (a)	Median hourly remuneration	7.0%		32.2%	
8 (1) (b)	Median hourly remuneration (part-time employees)	-94.0%		-84.0%	
8 (1) (c)	Median hourly remuneration (temporary employees)	-0.3%		-49.6%	
9 (1) (a)	Mean bonus remuneration	12.3%		14.1%	
9 (1) (b)	Median bonus remuneration	6.3%		17.8%	
		M	F	M	F
9 (1) (c)	% of employees paid bonus remuneration	42.1%	38.1%	49.1%	35.0%
9 (1) (d)	% of employees paid benefit-in-kind	100%	100%	100%	100%
	% of employees who fall within:				
10 (1) (a)	Lower remuneration quartile pay band	53.8%	46.2%	25.8%	74.2%
10 (1) (b)	Lower middle remuneration quartile pay band	48.4%	51.6%	10.8%	89.2%
10 (1) (c)	Upper middle remuneration quartile pay band	51.6%	48.4%	21.0%	79.0%
10 (1) (d)	Upper remuneration quartile pay band	58.9%	41.1%	31.7%	68.3%

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