

# EY Ireland Gender Pay Gap Report 2025

November 2025



The better the question. The better the answer. The better the world works.



Shape the future  
with confidence





# CONTENTS

**Executive summary**

---

**Our gender pay gap**

---

**Addressing our gender pay gap**

---

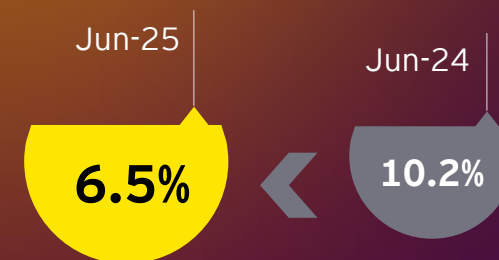
**Appendix**

# Executive summary

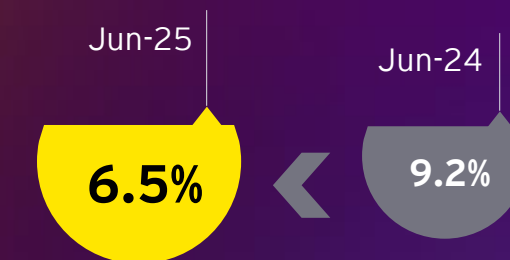
- We are pleased to have advanced positively on multiple Gender Pay Gap metrics throughout this year. Our intentional actions to increase and balance female representation across the firm has led to the following progress:
  - Our mean pay gap has decreased by 3.7% to 6.5%
  - Our total median pay gap has decreased by 2.7% to 6.5%
  - Our mean bonus gap has decreased by 1.5% to 14.2%
- There was also positive momentum in female representation across our overall management and leadership cohort (now at 46.6%) and most notably across our executive director and non-equity partner cohort increasing from 30% to 37% this year. This is particularly promising, as this group serves as a critical pipeline for future senior leadership roles. We remain very focused on our ambition to attain 50/50 gender parity in our management and leadership cohort.
- Our female representation at equity partner has remained steady at 29%. We remain focused on increasing representation further with a near-term goal of achieving 35% female representation.
- We're proud of the progress achieved this year and see this as a strong foundation for further improvement. Our focus now is on accelerating change through targeted actions and impactful interventions. We invest in a range of internal initiatives and targeted programmes to accelerate gender balance and diversity in leadership, and actively engage in external advocacy groups and networks to further these goals. Combined with increasing female tenure in key roles, these efforts will drive meaningful and sustained progress toward closing the gap.

## Our outcome

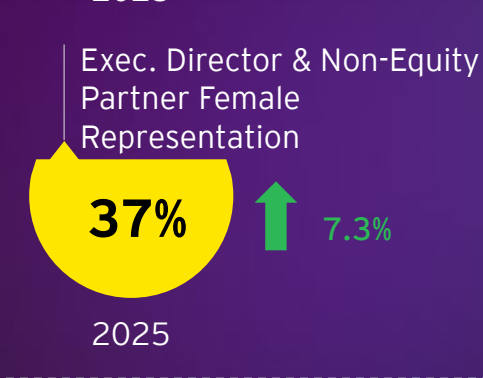
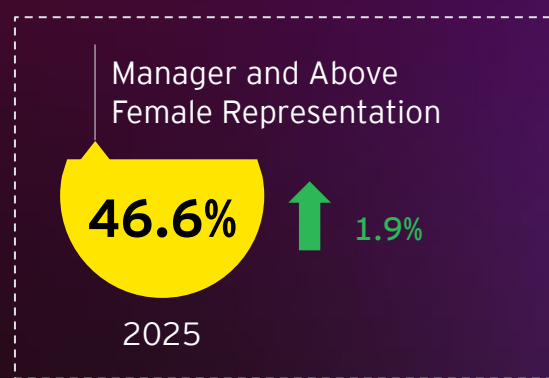
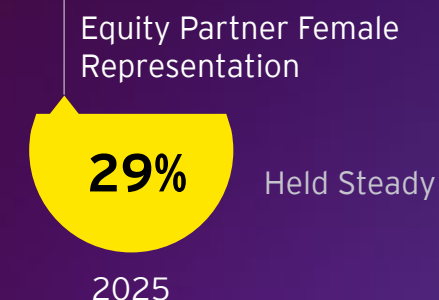
Mean hourly pay gap



Median hourly pay gap



## Firm Representation: June 2025



# Our gender pay gap

All employees  
Hourly pay gap

Mean		Median
6.5%	Jun-25	6.5%
10.2%	Jun-24	9.2%

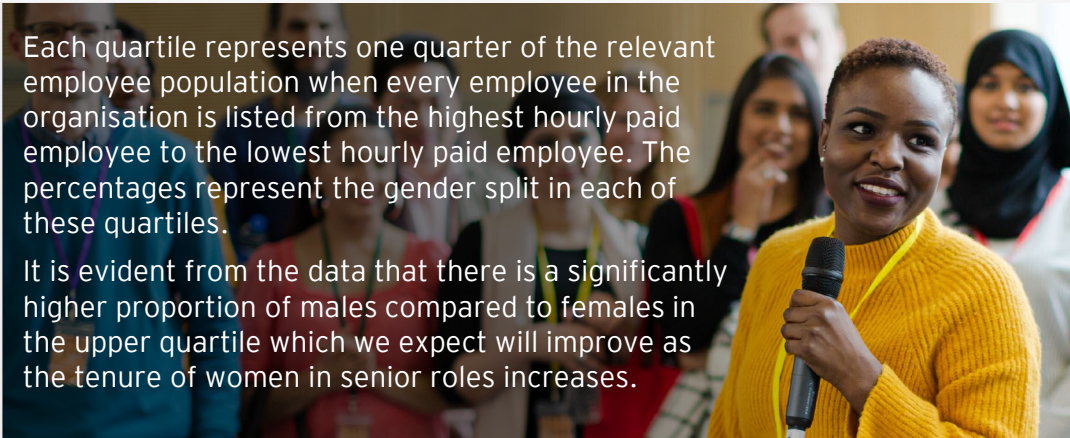
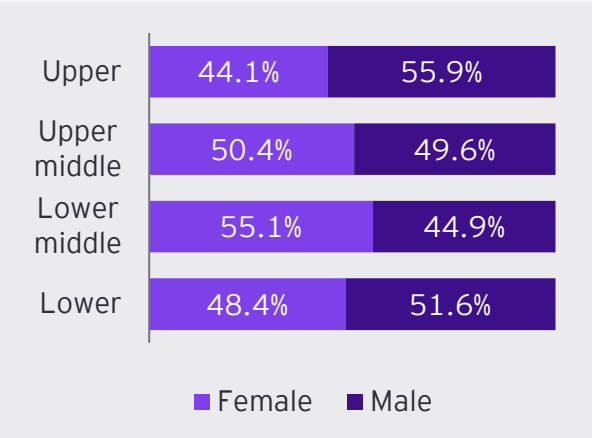
Bonus pay gap

Mean		Median
14.2%	Jun-25	9.6%
15.7%	Jun-24	5.6%

All employees including equity partners  
Hourly pay gap

Mean		Median
23.6%	Jun-25	10.3%
30.3%	Jun-24	12.8%

- Our mean pay gap has narrowed by 3.7% to 6.5%, and our median pay gap has decreased by 2.7% to 6.5%. These reductions are attributed to significant improvements in female representation across our firm, particularly at several key levels from Manager and above.
- This narrowing of the gap is a testament to our efforts in promoting gender equity through all of our talent processes. The increase in female representation is essential for driving change and enhancing our culture. It indicates a positive trend of women advancing into more senior roles, which is critical for fostering a diverse leadership pipeline.
- We are also pleased to report an improvement in our mean bonus gap, which has narrowed by 1.5% compared to last year. However, our median bonus gap has increased by 4.0%. This increase is primarily due to a significant rise in female headcount at our more junior to mid-level positions, which impacts the overall median for females within the firm.
- We have seen a positive shift also in our mean and median pay gap when we include Equity Partners, showing a decrease year on year for both metrics.
- Overall, our progress in reducing the gender pay gap is encouraging and reflects our dedication to creating an inclusive workplace.



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 there is a significantly higher proportion of males compared to females in the upper quartile which we expect will improve as the tenure of women in senior roles increases.



# Addressing our Gender Pay Gap

At EY Ireland, **we remain committed to gender balance at every level of the firm** 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. Accountability, Transparency and Reporting

- We leverage comprehensive dashboards to **systematically monitor gender outcomes** and present these metrics at the Board level, accompanied by **clearly defined targets** to establish a 50:50 gender pipeline.
- Ongoing review **of key people processes** within the firm from hiring to promotions, systematically embedding the right checks and intervention points to ensure DEI is embedded across all stages of an employee's journey in EY.
- Regular measurement of **Employee Experience** to ensure no disparity between genders across key areas such as Career Development, Skills and Learning, Wellbeing and Inclusion and Belonging.

## 02. Advocacy and Social Impact

- We are involved in a number of **external networks that advocate for balanced representation in leadership including:**
  - **30% Club** - Frank O'Keeffe, our Managing Partner sits on the Advisory Group and is the representative for the Professional Services Group and Niamh O'Beirne, People Partner and EY Ireland Board member sits on the SteerCo
  - **Women in Tax in Ireland (WiTii)**
  - **Women in Business Grow it**
  - **Irish Chapter of 100 Women in Finance**
- We signed the **Youth Employment Charter** and participate in education programmes, including Junior Achievement Ireland and Open Doors Mentorship Initiative, to assist **young female talent from diverse backgrounds in accessing work opportunities.**



## 03. Flexible and Supportive Culture

- 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.
- Building on **gender-sensitive policies** around menopause, pregnancy loss, fertility, domestic violence, and surrogacy, we offer **return-to-work maternity coaching** with rising participation.
- Our Women's Network included Male Allyship as a strategic focus, intentionally **engaging male colleagues in supporting gender equality** and highlighted **the female ethnic minority experiences** through a Women of Colour event for Black History Month.

## 04. Talent Development and Career Pathways

- In 2025 we launched our **Intercultural Competence @EY and Reverse Mentoring Programme** which aims to foster awareness and sensitivity to the intersectional experiences of female ethnic minority talent.
- **We invest in female mentoring and leadership development programmes such as Navigate@EY** and programmes to identify, accelerate and support high potential female talent.
- **EY's Women. Fast Forward platform** engages our people, clients and communities to advance gender equality. We support three programmes as part of this which are focused on developing female leaders:
  - **Entrepreneurial Winning Women™**
  - **Women in Tech**
  - **Next Gen**

# 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

- The data outlined in this report highlights how EY has performed against all the metrics requested in the Regulations to the Gender Pay Gap Information Act 2021. Our snapshot date is 30 June 2025.
- 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 report.
- Under the regulations we are required to report on all our legal entities with >50 employees. We have 3 such entities, EY Chartered Accountants which employs our client facing colleagues, EY Services company which employs our colleagues focused on supporting our business and EY Client Solutions business. We are focused 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		EY Client Solutions	
7 (1) (a)	Mean hourly remuneration	5.3%		14.7%		6.7%	
7 (1) (b)	Mean hourly remuneration (part-time employees)	22.8%		-124.7%		3.2%	
7 (1) (c)	Mean hourly remuneration (temporary employees)	2.3%		16.7%			
8 (1) (a)	Median hourly remuneration	4.6%		24.1%		18.4%	
8 (1) (b)	Median hourly remuneration (part-time employees)	21.5%		-98.1%		5.4%	
8 (1) (c)	Median hourly remuneration (temporary employees)	-0.7%		11.8%			
9 (1) (a)	Mean bonus remuneration	11.3%		16.5%		29.9%	
9 (1) (b)	Median bonus remuneration	8.4%		11.8%		52.9%	
		M	F	M	F	M	F
9 (1) (c)	% of employees paid bonus remuneration	43.4%	41.5%	44.8%	32.9%	90.9%	83.3%
9 (1) (d)	% of employees paid benefit-in-kind	100%	100%	100%	100%	100%	100%
% of employees who fall within:		M	F	M	F	M	F
10 (1) (a)	Lower remuneration quartile pay band	52.5%	47.5%	21.6%	78.4%	43.5%	56.5%
10 (1) (b)	Lower middle remuneration quartile pay band	49.9%	50.1%	17.6%	82.4%	60.9%	39.1%
10 (1) (c)	Upper middle remuneration quartile pay band	50.2%	49.8%	23.0%	77.0%	69.6%	30.4%
10 (1) (d)	Upper remuneration quartile pay band	57.5%	42.5%	28.8%	71.2%	68.2%	31.8%



## EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

**All in to shape the future with confidence.**

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](https://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](https://ey.com).

© 2025 Ernst & Young. All Rights Reserved.

CI\_25\_10664.pptx. Produced by Creative (Ireland). 11/2025. ED none. Images from Adobe Stock.

The Irish firm Ernst & Young is a member practice of Ernst & Young Global Limited.

Ernst & Young, Harcourt Centre, Harcourt Street, Dublin 2, Ireland.

Information in this publication is intended to provide only a general outline of the subjects covered. It should neither be regarded as comprehensive nor sufficient for making decisions, nor should it be used in place of professional advice. Ernst & Young accepts no responsibility for any loss arising from any action taken or not taken by anyone using this material.

[ey.com](https://ey.com)