SOUTH KERRY DEVELOPMENT PARTNERSHIP CLG.

South Kerry Development Partnership CLG

Gender Pay Gap Report 2025

Contents

Equality Diversity & Inclusion 3
Introduction 3
Mean & Median Gender Pay Gap 4
Quartile Pay Bands 4
SKDP's Approach to preparing its Gender Pay Gap Report 4
Data Processing 5
Overview of SKDP's Workforce 6
Gender Pay Gap Data & Analysis 7
Reasons for the Gender Pay Gap 8
Actions to Address the Gender Pay Gap 9

Equality Diversity & Inclusion

SKDP is a place where all employees have the same opportunities for recognition and career development and are treated fairly and equitably. SKDP continues to be committed to addressing workplace barriers to equality, supporting diversity, and creating an open and inclusive workplace. Many equality, diversity and inclusion initiatives and supports are already in place, and SKDP will continue to work on any improvements required in this area.

Introduction

In 2025, organisations in Ireland with fifty or more employees are required to report their gender pay gap data. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

Under the Irish regulations, each in-scope employer must calculate and report a set of key metrics on gender-based pay differences within their organisation. The required GPG metrics include:

- Mean and median hourly pay gap between male and female employees (the percentage difference in average pay for all men versus all women).
- Mean and median bonus pay gap between male and female employees.
- The proportion of male and female employees receiving bonus pay.
- The proportion of male and female employees receiving benefits in kind (non-cash benefits, e.g. company cars, health insurance).
- The percentage of male and female employees in each pay quartile of the organisation's pay distribution (i.e. dividing the workforce into four equal parts from lowest paid to highest paid and reporting the gender split in each quartile).

In addition to the numeric disclosures, a narrative statement must accompany the data. Employers are expected to provide an explanation for the causes of any GPGs that exist, and to outline the measures being taken or planned to address those gaps.

Organisations with over fifty employees are being asked to report on their Gender Pay Gap for the first time in 2025 and hence South Kerry Development Partnership CLG (SKDP) is pleased to present its first Gender Pay Report.

Organisations must choose a snapshot date in June 2025. The reporting deadline is 5 months after that date, in November 2025. The reporting period is the 12-month period immediately preceding and including the snapshot date.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. SKDP's remuneration processes ensure that men and women are

paid equally for doing equivalent jobs with similar levels of experience, qualifications, and skills. This report does not examine equal pay.

It is important to clarify that if an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job. It may however show that, on average, men occupy more higher-paying roles than women.

Mean & Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using their Mean & the Median hourly rates of pay.

The mean is the average. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

The median is the figure that falls in the middle of a range where the salary of all relevant employees is listed, from the lowest to the highest. This can provide a more accurate representation of the 'typical' differences in pay. It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid. If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

Quartile Pay Bands

Quartile Pay Bands dividing employees into four more or less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across various levels of the organisation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

SKDP's Approach to preparing its Gender Pay Gap Report

In preparing this report, SKDP has been guided by the *Gender Pay Gap Information Act 2021 Updated Guidance note for employers on reporting in 2025* as issued by Government. The guidance sets out the manner in which organisations approach the calculation of the Gender Pay Gap metrics.

SKDP used the 30thJune 2025 as the snapshot date for this report. Hence the period covered by the report is the 12-month period from July 1st, 2024 to June 30th, 2025. A total of 73 employees were covered in the reporting period. This dataset included all staff in SKDP employment as of June 30th, 2025, and also included staff who left the organisation or joined the organisation in the reporting period.

In calculating its Gender Pay Gap metrics, for the employees covered in this report, SKDP took the gross monthly salary amounts for employees paid monthly and gross weekly salary amounts in the case of RSS/Tus Supervisors, who are paid weekly, before the deductions for PAYE, PRSI & USC etc. and totaled each employee's gross salary paid over the period of the report. The total was then divided by the number of weeks worked to calculate an average weekly rate of pay. This weekly rate of pay figure was then divided by the number of weekly hours worked as set out in their contracts of employment (*as SKDP staff work fixed weekly hours and claim TOIL for any hours worked in excess of those weekly hours specified in their employment contracts*) to calculate an average hourly rate of pay. Whilst the regulations require the inclusion of bonus payments, overtime, allowances etc., as SKDP do not pay allowances, bonuses, or overtime payments to staff, these were not applicable for the SKDP calculations. SKDP staff also do not receive benefits in kind, hence the reporting requirements here are not applicable to SKDP. Vouched travel & subsistence payments made to staff are also excluded from the calculations.

Having calculated the average hourly rate of pay for each employee, SKDP then calculated the ***Mean Gender Pay Gap %*** by calculating the difference between the mean hourly remuneration of male employees and that of female employees. The difference between the mean hourly remuneration of male employees and that of female employees was then expressed as a percentage of the mean hourly remuneration of the male employees as follows.

$$\frac{(A - B)}{A} \times 100$$

where

A is the mean hourly remuneration of all male employees and

B is the mean hourly remuneration of all female employees

The same calculation approach was taken to calculating the ***Median Gender Pay Gap %,*** using the median hourly remuneration figures in the calculations.

Data Processing

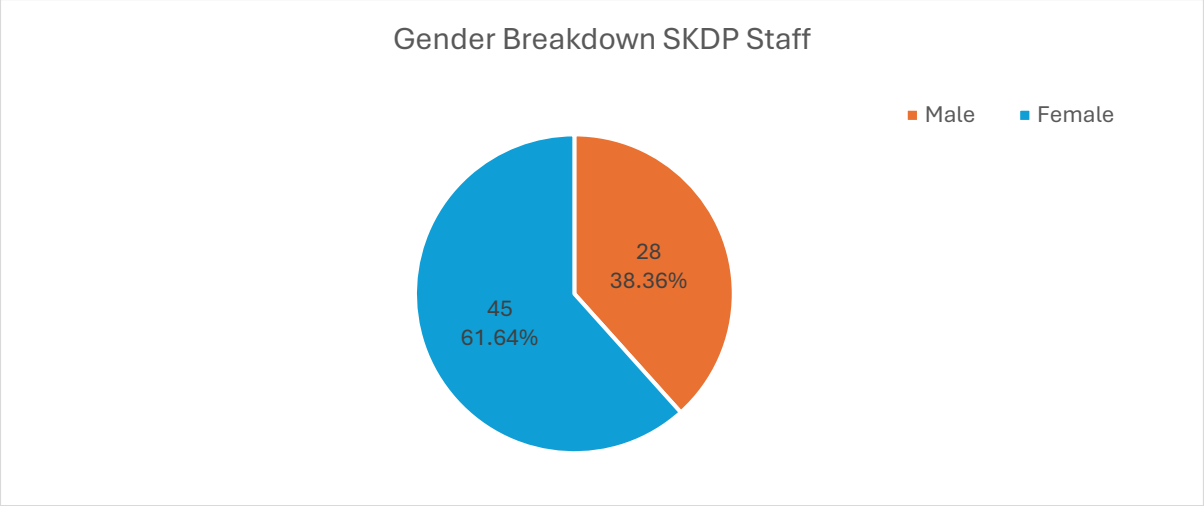
All processing was conducted by SKDP Financial Administrator and the SKDP CEO and in line with Data Protection obligations. All data used for producing this report was processed by the

two SKDP employees who would have access to the data as part of their daily duties within the organisation.

Overview of SKDP's Workforce

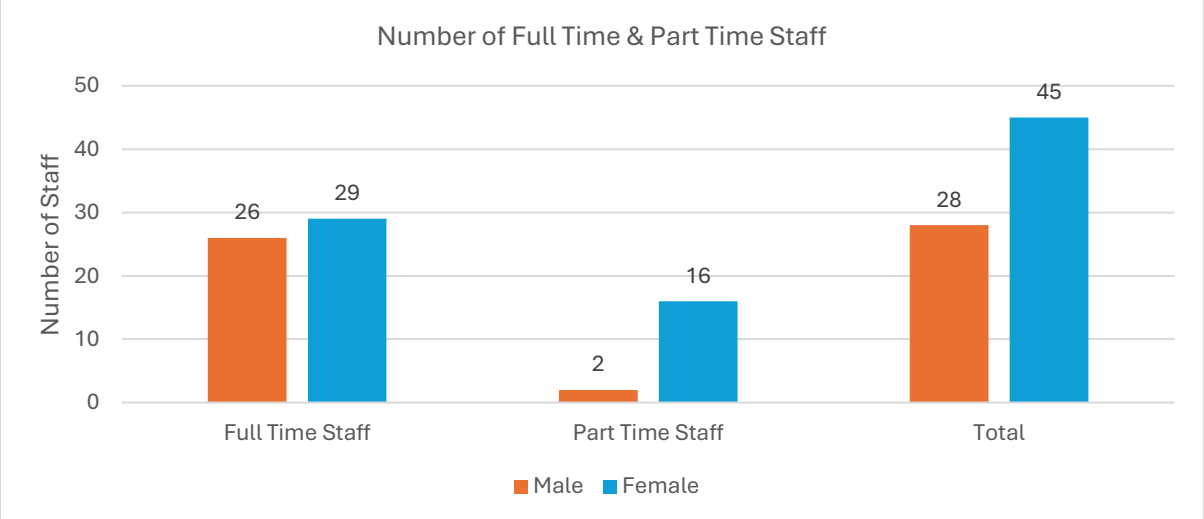
For the period of this report, July 1st, 2024, to June 30th, 2025, SKDP had a total of 73 employees, comprising of 55 full-time staff and 18 part-time staff.

Full-time staff are defined by SKDP as those working the Company's standard full-time weekly working hours of 37.5 hours. Part-time staff are all other staff who work less than the Company's standard full-time weekly working hours of 37.5 hours.



Of the 73 staff employed during the reporting period, 28 (38.36%) were male and 45 (61.64%) were female.

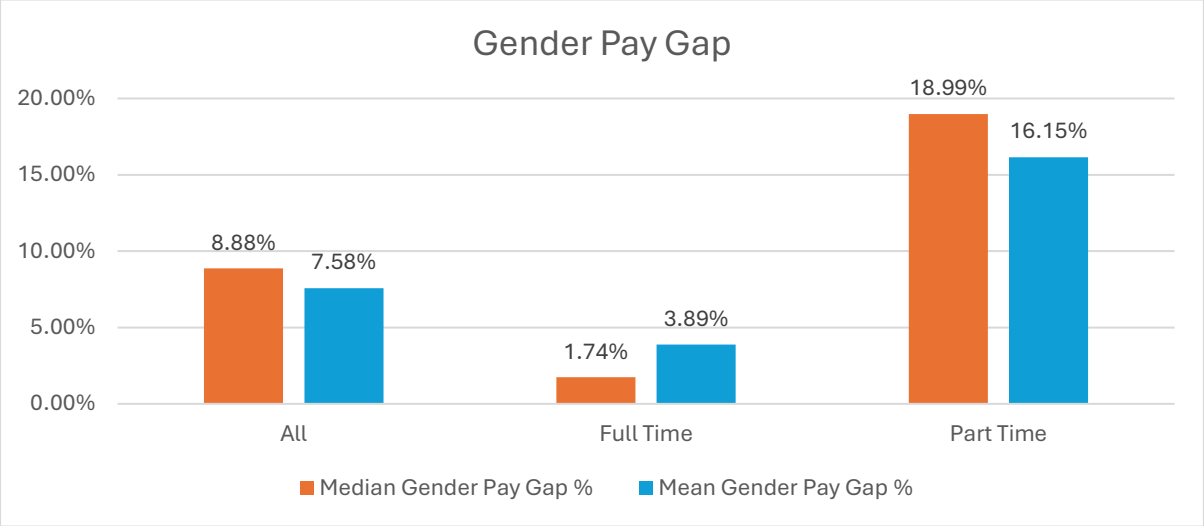
The chart below breaks down the number of full time and part time staff by gender and shows that almost all part time staff (89.89%) were female (16 out of a total of 18) and 26 (47.27%) out of a total of 55 full time staff were female.



Gender Pay Gap Data & Analysis

SKDP's mean gender pay gap for the period of this report is 7.58%. This means that the average hourly rate of pay for male staff was 7.58% higher than the average hourly rate of pay for female staff for this reporting period.

SKDP's median gender pay gap for the period of this report is 8.88%. This means that the median hourly rate of pay for male staff was 8.88% higher than the median hourly rate of pay for female staff for this reporting period.



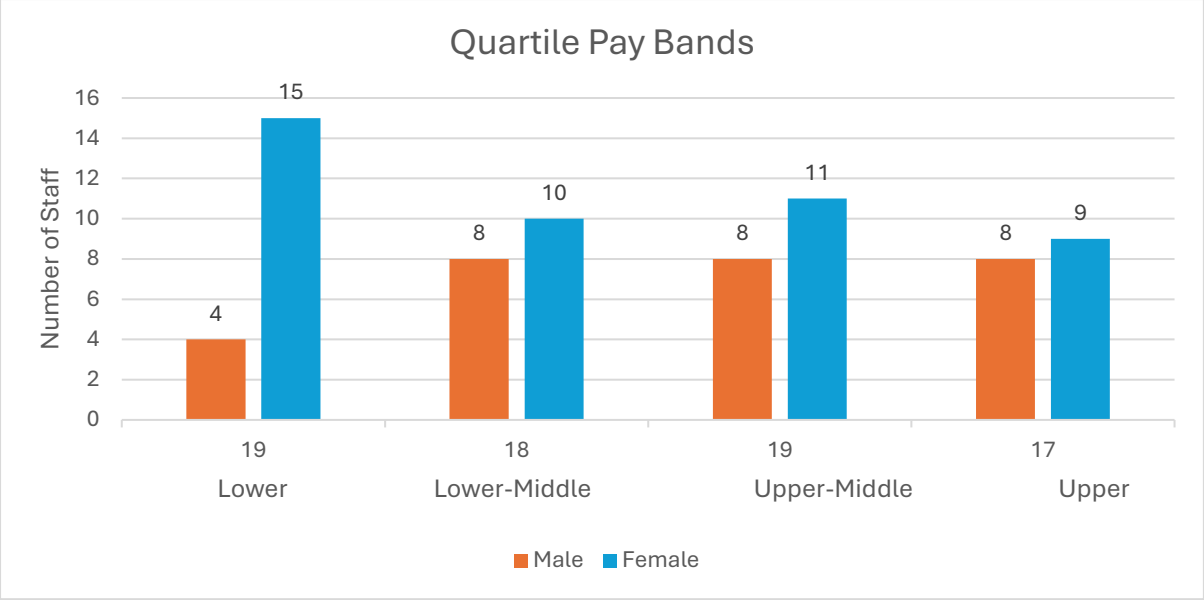
Our analysis shows that for **full-time staff** only, the mean gender pay gap drops to 3.89% and the median gender pay gap to just 1.74%.

When **Part time staff** only are considered, the mean gender pay gap increases to 16.15% and the median gender pay gap to 18.99%. The mean & median gender pay gap percentage means that for part time staff the average & median hourly earnings of men are 16.15% & 18.99% more than women for this reporting period. However, caution should be exercised in interpreting these percentages for part time staff, as for the reporting period there were only two males working part time hours compared to sixteen females.

SKDP did not employ any temporary staff during the period of this report, hence this analysis is not applicable to SKDP for this reporting period.

Analyses of the quartile pay bands show that the female employees of SKDP dominate the lower quartile band with almost four times as many female staff (15) compared to their male colleagues (4) in the lowest quartile band. 78.95**%** of the nineteen staff in the lowest pay quartile are female compared to just 21.05**%** male.

The Lower-middle quartile shows a reasonably equal distribution with ten females and eight males representing 55.55% and 44.45% respectively of the eighteen staff in the lower-middle pay quartiles.



The Upper-middle pay quartile shows that almost 58% (57.89%) or eleven staff of the nineteen staff in this pay quartile are female and 42.11% or 8 staff are male.

The Upper pay quartile is similar to the Lower-middle pay quartile in terms of a more equal representation, with nine (52.94%) of the seventeen staff in this pay quartile being female and almost 47% (47.06%) or eight staff being male.

Reasons for the Gender Pay Gap

A detailed analysis has identified a number of factors behind the SKDP gender pay gap. These include the following.

- As the quartile analyses shows, female staff dominate the lower pay quartile and this reflects the fact that the majority of the roles in this quartile are clerical/administration/secretarial roles, which are lower paid, and all are filled by females.
- As can be seen from the earlier analyses, nearly all part-time employees in SKDP are female. These part-time roles are concentrated in the lower and lower middle pay quartiles. The majority of these part time roles are clerical/administration/secretarial roles, which are lower paid. The main factors behind these percentages are primarily the nature of these roles which more easily lend themselves to part-time working and SKDP's supportive approach to family-friendly working arrangements.
- SKDP operates salary scales where staff are awarded annual increments in accordance with these scales. Thus, length of service can impact on the hourly rate of pay with longer serving employees on the same scale more likely to be on a higher hourly rate of pay than their more recently recruited colleagues. Over the last three years the

vast majority of newly recruited staff have been female. Hence these staff will be on lower points on the applicable salary scale than male counterparts with longer service.

Actions to Address the Gender Pay Gap

SKDP has made considerable progress in recent years in promoting/recruiting women to senior roles within the organisation. Of the nine line managers (Excl. the CEO) within SKDP, seven are women, representing almost 78% of the management team.

SKDP is committed to addressing the gender pay gap through measures within our control. The organisation will continue to promote initiatives aimed at supporting gender balance in our workforce, such as:

Fair and transparent recruitment practices

- As an equal opportunities' employer, SKDP works to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all.
- We ensure all of our interview boards are gender balanced.
- Employees are paid according to an incremental salary scale.

Family Leave Policies

- We offer a wide range of family leave options which are available to all employees, including carer's leave, paid maternity leave, etc.

Work Life Balance Policies

- SKDP is committed to supporting work-life balance working arrangements for our staff. We are committed to ensuring compliance with the provisions of the Parental Leave Acts 1998 – 2023 and the Work Life Balance and Miscellaneous Provisions Act 2023. Our hybrid working policy outlines the procedure for an employee to submit a request for consideration by the company to avail of a hybrid working arrangement as well as the procedure for agreed hybrid working arrangements.
- SKDP has a flexible working policy that sets out the arrangements that apply for flexible working in SKDP. Each application is dealt with objectively, fairly, and reasonably, in line with the legislation, the procedures set out in the WRC Code of Practice on Flexible and Remote Working (March 2024) and the SKDP flexible working policy.

Health & Wellbeing

- The health and wellbeing of all SKDP employees is paramount to SKDP. We offer an Employee Assistance Programme and have put in place an SKDP wellbeing team, who's aim is to create and sustain a positive work environment that supports the physical,

mental, and emotional wellbeing of all employees. The SKDP well-being team organizes events focused on wellbeing topics each year.

Dignity at Work

- SKDP promote and support a culture of dignity, respect, and equality. We have a Dignity and Respect at Work Policy and management have received training and support in the implementation of the policy