



Ireland

Gender Pay Gaps 2024



Understanding the gender pay gaps

Gender pay gap legislation was introduced in Ireland in 2022 to encourage employers to make greater progress in addressing the imbalance of earnings between males and females over the span of their careers. Similar legislation exists in a number of other countries.

What do gender pay gaps measure?

Gender pay gaps measure the difference between the average male pay and the average female pay as a percentage of the male pay. For example, average male pay of €100 per hour and average female pay of €85 per hour would indicate a gender pay gap of 15%.

Pay gap calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority.

Gender pay gaps therefore typically reflect the distribution of males and females across seniority levels and different types of roles within the organisation.

The examples to the right illustrate how pay gaps can occur, despite both genders being paid equally for the same or similar roles.

In Example 1, there are more males than females in role A, earning €100 per hour, and there are more females than males in role B, which is lower paid. As a result, there is a gender pay gap of 25.0%.

In Example 2, although there is an equal number of males and females in role A, earning €100 per hour, there are more females than males in role B, earning €40 per hour. As a result, there is a gender pay gap of 13.3%.

What is our Equal Pay Commitment?

Our Equal Pay Commitment is global. It stipulates that our employees must be rewarded fairly, with regards to their specific role, seniority, responsibilities, skills and experience and factors which properly affect pay, and decisions must not take into account any protected characteristics. Even when pay is managed in line with this commitment, pay gaps will arise as a result of representation differences, as the examples on the right illustrate.

Definitions of some key terms used on the following pages

Median pay gaps: the difference between median pay for female employees and the median pay for male employees, as a percentage of male employee median. Medians are calculated by ordering individual rates of pay from the lowest to the highest and selecting the value for the middle employee.

Mean pay gaps: the difference between the mean pay for female employees and the mean pay for male employees, as a percentage of the male employee mean. Means are calculated by summing all the individual rates of pay and dividing by the number of individuals.

Hourly pay: made up of fixed pay, certain allowances and bonuses awarded over the relevant period, divided by the total number of contracted hours for this period.

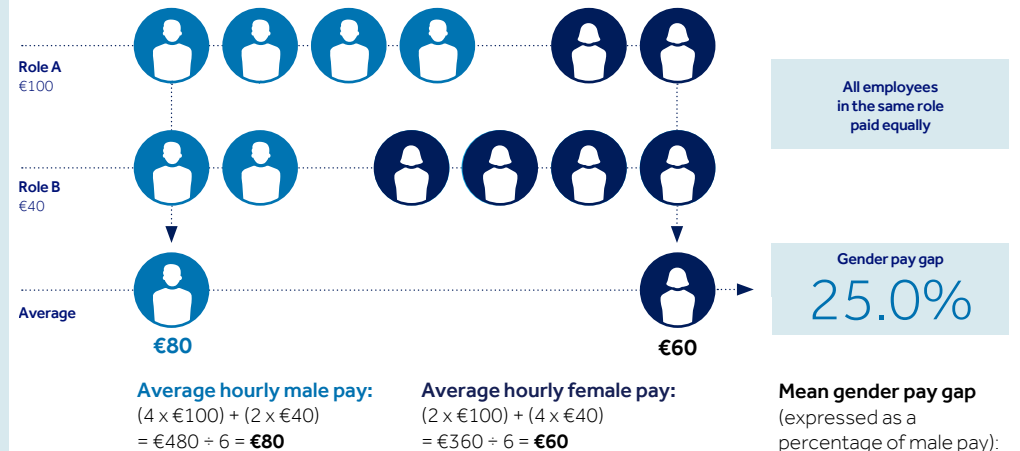
Bonus pay: made up of bonuses awarded over the relevant period, excluding any employees who were not awarded a bonus (either due to performance or due to not being eligible to be considered for a bonus given their start date).

Relevant period: the period of reporting is 01 July 2023 to 30 June 2024.

For further information on our Fair Pay Commitment and how we are delivering against it, go online: Fair Pay Report 2023 at [Barclays.com/annualreport](https://www.barclays.com/annualreport)

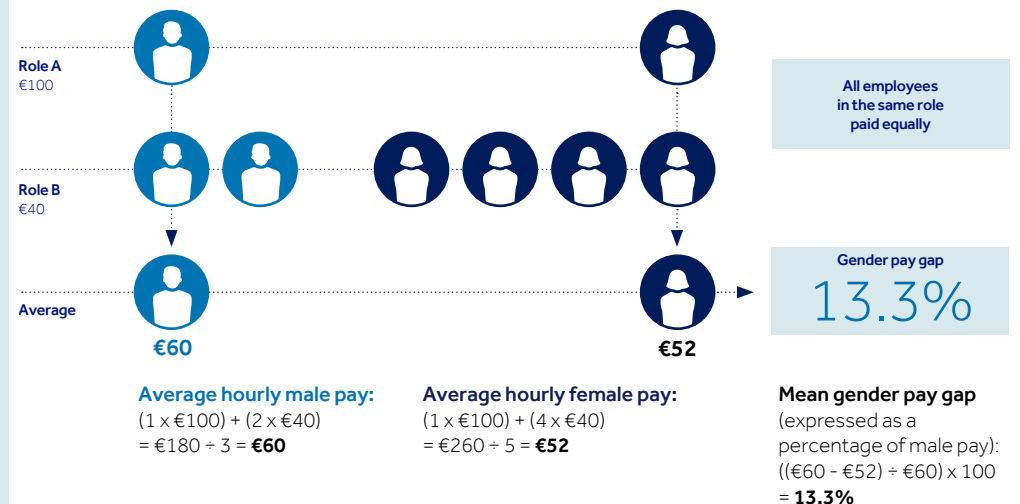
Example 1

Greater proportion of males in higher-paid roles, more females than males in lower-paid roles



Example 2

Equal number of males and females in higher-paid roles, more females than males in lower-paid roles



The examples and figures are for illustrative purposes only.

Gender pay gaps disclosures

Gender pay gaps

The figures shown in this report include all Ireland-payroll employees of Barclays Bank Ireland PLC (which we will refer to as Barclays Ireland), as this is the only Barclays entity in Ireland which is subject to the Irish gender pay gap disclosure requirements. Other Barclays Group legal entities operating in Ireland only employ a small number of employees in Ireland.

	Hourly Pay		Bonus Pay	
	Median	Mean	Median	Mean
2024	29.0%	32.2%	39.4%	50.2%
Difference to 2023	▲ 7.7% pts	▼ 0.9% pts	▲ 12.7% pts	▼ 7.0% pts

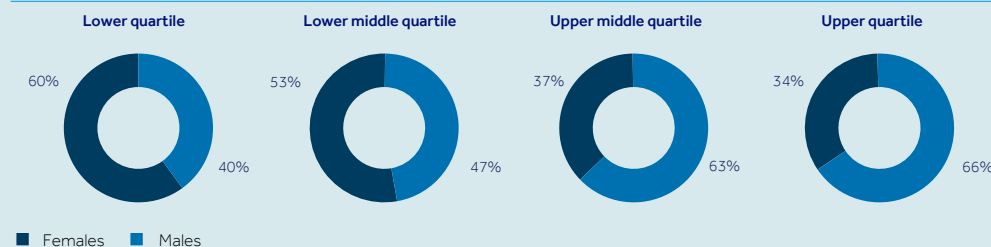
Arrows down indicate a narrowing and arrows up indicate a widening of the pay gaps in comparison to 2023. The pay gaps shown above reflect the underrepresentation of females in senior and mid-level roles, as can be seen in the gender representation chart below.

Receiving bonus and benefits in kind

Most employees who did not receive a bonus award were not eligible to be considered for one as they joined late in the year, after the cut-off for the annual pay review process. All employees are eligible for employer-funded healthcare but can choose whether to opt into this benefit.

	Females	Males
% of employees receiving bonus	88.2%	92.8%
% of employees receiving benefits in kind	97.4%	96.1%

Pay quartiles



Seniority representation by gender in Barclays Ireland



Senior roles refer to Director and Managing Director level roles, Mid-level to Assistant Vice President and Vice President roles and Junior to our Analyst level roles.

What is the data showing?

As gender pay gaps are based on averages taken across the whole workforce, they do not take into account factors such as different roles, responsibilities, or levels of seniority. The pay gaps for both hourly and bonus pay result from the different representation of males and females across seniority levels and types of roles. Representation of females in senior and other higher paying roles has been improving, but there remains more to do, and our pay gaps continue to reflect this. Our Barclays Ireland gender representation is set out on the left.

Changes from 2023

In 2024, the mean pay gaps have reduced in comparison to 2023, while the median pay gaps have increased for both hourly and bonus pay. This is due to differences in how mean and median pay gaps are impacted by demographic changes. Mean pay gaps are more impacted by changes at more senior levels, whereas median pay gaps are primarily impacted by changes at junior and mid-levels (i.e. around median).

The reduction in the mean pay gaps is primarily due to changes across a number of more-senior roles. The increase in the median pay gaps is largely due to more female hires and fewer female leavers at junior and mid-levels, so females representation has increased, while male representation has reduced. This meant that the average female employee has become 'more junior' and the average male employee is 'more senior' than last year, leading to a widening of the pay gaps.

Supplementary disclosures

The Irish gender pay gaps legislation also requires pay gaps to be calculated for part-time employees and temporary workers but this is not possible for Barclays Ireland.

Pay gaps for part-time employees: All part-time employees are female, and it is therefore not possible to determine separate gender pay gaps for part-time employees.

Pay gaps for temporary workers: All temporary employees are female, and it is therefore not possible to determine separate gender pay gaps for temporary employees.



Gender

We recognise that our colleagues have a range of gender identities and that not everyone's gender identity aligns to their sex assigned at birth. In July 2024, we updated our systems to capture and honour the spectrum of gender identities. For the purposes of this report, with a snapshot date of 30 June 2024 (i.e. before these changes were implemented), we have therefore used the identifiers 'male' and 'female' for the category of gender. We will continue to review our approach and consider whether there is sufficient data to voluntarily disclose pay gaps for other gender identities in the future.

Key actions to increase female representation

Improving diversity at all levels in our workforce, especially in our more senior roles, is a key priority as we seek to reflect the society and communities that we serve.

Our Diversity, Equity and Inclusion (DEI) vision sets out our five strategic priorities for DEI: Workforce diversity; Inclusive and equitable culture; Leadership accountability; Data transparency and accountability; and Optimising external relationships. Actions we are taking to increase representation of females are set against each strategic priority.

Global

33%

Gender Ambition for global senior female representation by the end of 2025

30%

Global senior female representation at the end of 2023

Ireland

36%

Senior female representation in Barclays Ireland at the end of June 2024

DEI strategic priorities

Workforce diversity

Attract, develop and retain a diverse workforce to support our Gender Ambition

- We work with our recruitment partners to identify diverse talent for our shortlists, actively identifying external female talent where possible. We make sure this is standard practice across all our relationships with recruitment partners

Inclusive and equitable culture

Strengthen our inclusive and equitable culture through colleague experience that retains our diverse talent and ensures equity of opportunity

- We use mentoring opportunities, sponsorship and ex-officio roles to create a more inclusive environment
- We promote our Employee Resource Groups internally and provide them with opportunities that enable them to influence business outcomes
- We review what colleagues tell us via our colleague surveys and use those insights to better understand the needs of the workforce and progress a culture centred around inclusivity and equity

Leadership accountability

Ensure leaders are accountable for DEI progress

- We provide leaders with insight packs to track progress by business area for gender
- Progress against Gender Ambitions is discussed as part of business performance reviews

Data transparency and accountability

Deliver DEI strategy through transparent and data-driven insights

- We regularly review representation of females. This encourages leaders to take measurable actions
- We actively identify potential challenges to female progression through DEI related data sources and use this data to inform actions that are implemented
- We publish our Ireland gender pay gaps annually

Optimising external relationships

Optimise our external relationships to challenge our thinking and enable further change and growth

- We look for opportunities to learn from new and existing strategic partnerships and embed best practice into the organisation. We collaborate with organisations to impact our workforce at all levels and support all of the communities we operate in



Further details on the DEI strategy and the five strategic priorities can be found online: <https://home.barclays/who-we-are/our-strategy/diversity-and-inclusion/> and in the following document: **Barclays Diversity, Equity and Inclusion Report 2023**



© Barclays PLC 2024

Registered office: 1 Churchill Place, London E14 5HP

Registered in England. Registered No: 48839