



Ireland

Gender Pay Gaps 2023



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

The gender pay gap therefore reflects the different types of roles and different seniority levels of males and females across the organisation.

The examples to the right illustrate how gender pay gaps can occur, despite males and females 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?

The gender pay gap is not the same as equal pay. 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.

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.

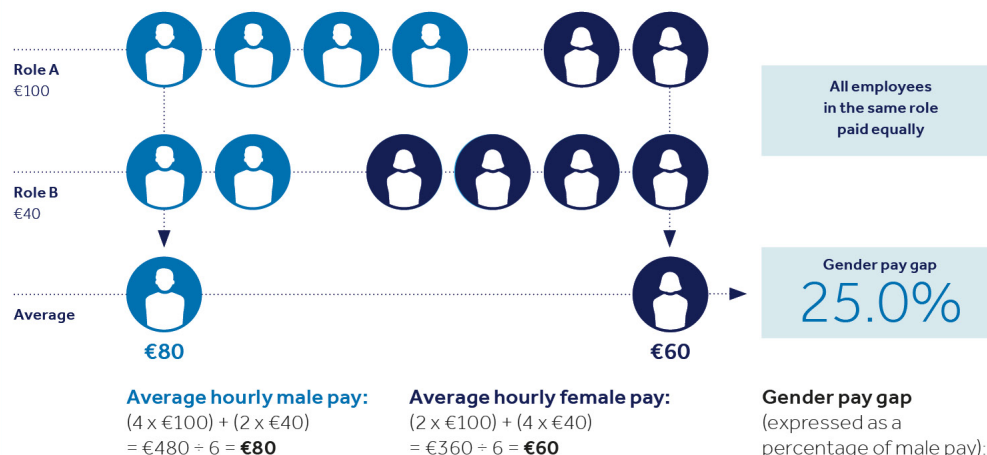
Bonus pay: made up of bonuses awarded over the relevant period, excluding any employees who were not awarded a bonus (either due to performance or due to not being eligible to be considered for a bonus given their start date).

Relevant period: the period of reporting is 01 July 2022 to 30 June 2023.

For further information on our Fair Pay Commitment and how we are delivering against it, go online: Fair Pay Report 2022 at [Barclays.com/annualreport](https://www.barclays.com/annualreport)

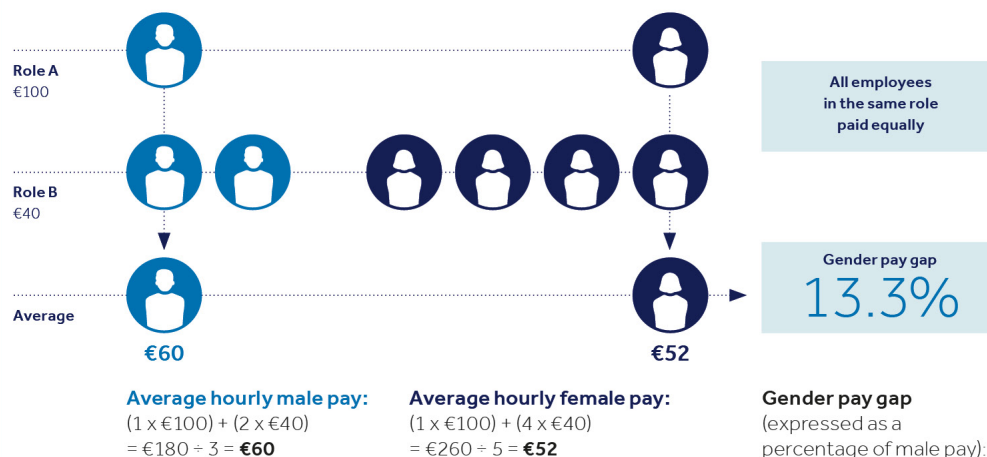
Example 1

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



Example 2

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



The examples and figures are for illustrative purposes only.

Gender pay gaps disclosure

Gender pay gaps

All figures shown in this disclosure relate to 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
2023	21.3%	33.1%	26.7%	57.2%
Difference to 2022	▲ 1.4% pts	▼ 0.8% pts	▼ 6.6% pts	▼ 4.5% pts

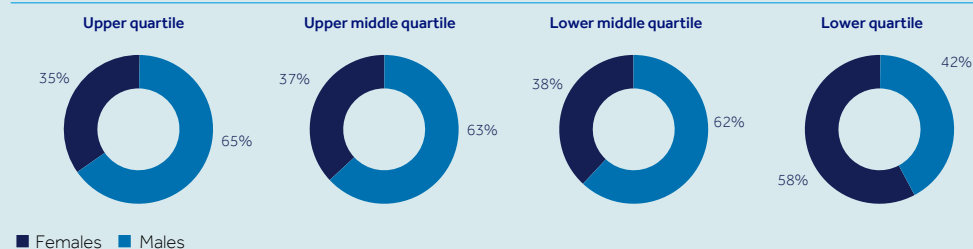
The pay gaps shown above reflect the relative underrepresentation of females in senior and mid-level roles, as can be seen in the gender representation chart below.

Receiving bonus and benefits in kind

Most employees who did not receive a bonus award were not eligible to be considered for a bonus award as they joined 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	88.6%	84.4%
% of employees receiving benefits in kind	94.7%	97.8%

Pay quartiles



Seniority level representation by gender



Senior roles refer to Director and Managing Director level roles, Mid-level to Assistant Vice President and Vice President 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 of Barclays Ireland, they do not take into account factors such as different roles, responsibilities, or levels of seniority. Gender pay gaps exist with respect to both median and mean pay, for both hourly and bonus pay due to 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 current Barclays Ireland gender representation by seniority level is set out on the left.

Changes from 2022

This year, the hourly pay gaps have remained broadly unchanged with only a very slight increase in the median hourly gap in comparison to 2022.

Generally, bonus gaps would be expected to vary more from year to year than hourly pay gaps, as the bonus spend will increase or decrease each year depending on the performance of Barclays overall and of different business areas within the Group.

The mean and median bonus pay gaps have decreased largely due to a reduction in bonus spend year-on-year. The reductions were higher for senior levels and in front-office business areas, which have higher male representation. Therefore, male bonuses decreased more than female bonuses, leading to a narrowing of the bonus pay gaps.

Supplementary disclosures

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: The temporary worker population is very small, including only one male employee, and so it is not possible to calculate meaningful average pay or pay gap figures.



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. Our systems and the reports they have informed in the past use definitions set out by legal reporting requirements. We are updating our systems to better reflect and honour the spectrum of gender identities. For the purposes of this report, we use the identifiers 'male' and 'female' for the category of gender as captured in our systems. While colleagues are able to select 'non-binary' as a gender identity, there is an insufficient sample size to report on non-binary colleagues in this report.

Key global 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 community which we serve.

In 2022, we refreshed our Diversity, Equity and Inclusion (DEI) vision and set out our five strategic priorities for DEI: Workforce diversity; Inclusive and equitable culture; Leadership accountability; Data transparency and accountability; and Optimisation of external relationships. Actions we are taking to increase representation of females and underrepresented ethnic minority groups are set against each strategic priority.

Global

33%

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

29%

Global senior female representation at the end of 2022

Ireland

38%

Senior female representation in Barclays Ireland at the end of June 2023

DEI strategic priorities

Workforce diversity

Attract, recruit and retain a diverse workforce achieving 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

- Providing mentoring opportunities, sponsorship and ex-officio roles
- Promoting our Employee Resource Groups internally and providing them with opportunities to influence business outcomes
- Leveraging results of our colleague surveys 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

- Leaders are provided insights to track progress on gender diversity
- Progress against Gender Ambitions, and our other diversity ambitions, is discussed at the regular performance reviews for each business area, where data on hiring, promotions and attrition is provided

Data transparency and accountability

Deliver DEI strategy through transparent and data-driven insights

- Representation of females is regularly reviewed. 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

Optimisation of external relationships

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

- Supporting individuals in the workplace and the community through partnerships with 'Business in the Community' and 'Catalyst', which aim to have a positive impact on society and support organisations to embed DEI



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 2022



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