



Pieta Gender Pay Gap Report

2025 Report

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1.0 Introduction

Pieta is pleased to present its fourth annual Gender Pay Gap Report, prepared in line with its responsibilities under the Gender Pay Gap Information Act 2021. The figures contained in this report reflect Pieta's continued commitment to fairness and transparency in pay and progression.

Pieta's 2025 Gender Pay Gap results should be viewed within the wider context of the Irish charity and non-profit sector, where women typically make up a significant majority of the workforce, particularly in frontline service delivery, clinical, support, administration and care-related roles.

2.0 Background

In accordance with the Gender Pay Gap Information Act 2021, organisations employing 250 or more employees are required to report on hourly gender pay differences across a range of prescribed metrics. For the purposes of this report, the 30/06/2025 was selected in accordance with guidance under the Act. At that date, Pieta employed 261 staff, 81% of whom were female.

This report presents the key metrics specified in the legislation, including:

- **Mean gender pay gap**, calculated as the difference between the average hourly earnings of male and female employees; and
- **Median gender pay gap**, calculated as the midpoint in the distribution of hourly earnings for each gender.

These metrics are not intended to indicate unequal pay for equal work. Pieta complies fully with equal pay legislation. Rather, they provide insight into the overall composition of roles, grades, and pay structures across the organisation.

3.0 Results for Pieta

The following section presents Pieta's gender pay gap figures for the reporting period. As is the case in our previous reports, pay differences are expressed as a percentage of male hourly pay rates. A positive percentage indicates that male hourly pay is higher on average, while a negative percentage indicates that female hourly pay is higher on average.

4.0 Gender Pay Gap Data for 2025

Overall mean genderpay gap for <u>all</u> employees basedonhourly pay	Overall median gender pay gap for all employees based on hourly pay
6.19%	-4.01%

Mean gender paygapfor part-time employees basedonhourly pay	Median gender pay gap for part-time employees based on hourly pay
0.65%	-17.81%

Mean gender paygapfor <u>temporary</u> employees basedonhourly pay	Median gender pay gap for temporary employees based on hourly pay
N/A*	N/A*

*As of the snapshot date,there were no temporary employees.

Employee details organised into quartiles on hourly remuneration of all male and female employees and calculate the proportions of male and female employees in each quartile.

	Percentages	
	Female	Male
Lower remuneration quartile	83%	17%
Lower middle remuneration quartile	75%	25%
Upper middle remuneration quartile	79%	21%
Upper remuneration quartile	58%	42%
	74%	26%

Each pay quartile represents a quarter, or 25%, of our full-time workforce ranked by pay.

5.0 Commentary

The 2025 gender pay gap results reflect how pay is distributed across Pieta’s workforce at the reporting date. Pieta's overall mean gender pay gap increased slightly in comparison to 2024. The median gap remained in favour of women. This suggests that pay outcomes remained broadly stable year-on-year. Importantly, female representation increased not only overall but across most pay quartiles, including the highest-paid quartile.

Compared with many sectors of the Irish economy, the mean pay gap recorded is relatively modest. The results indicate that any pay differences are more likely to be driven by workforce composition and the distribution of employees across roles than by unequal pay for equivalent work.

Differences observed at both mean and median levels are shaped by the range of working arrangements in place across the organisation. Flexible and part-time roles continue to play

an important role in supporting service delivery whilst remaining cognisant of and supporting employee work-life balance. The distribution across grades contributes to the overall pay profile when viewed at organisational level. As is common across the non-profit sector in Ireland, this gender pay gap appears to be influenced primarily by occupational distribution and workforce demographics rather than differences in pay rates. With women accounting for nearly three-quarters of employees and forming a majority within every pay quartile, the results indicate a workforce structure that differs significantly from sectors where women are concentrated in lower-paid positions.

The 2025 results demonstrate a largely stable gender pay profile, with strong female representation across all levels of the organisation and particularly positive movement in higher-paid roles. While the mean gender pay gap increased marginally, improvements in part-time pay outcomes and increased female representation in the upper pay quartile suggest continued progress towards a balanced workforce. Within the context of the Irish charity sector, Pieta's results indicate that women remain well represented throughout the organisation and that workforce composition is reflective of our commitment to continued professional development of specialised skillsets whilst building career pathways for our people.

6.0 Our Current Commitments

Pay and Reward

- Pieta is committed to maintaining fair and transparent pay practices across the organisation. Pay structures and reward arrangements are reviewed on an ongoing basis to ensure they remain consistent and aligned with legislative requirements.

Recruitment and Progression

- Pieta regularly reviews its recruitment and career progression practices to help ensure all employees have fair and equitable access to opportunities across the organisation. Gender pay gap data is considered alongside broader workforce insights to inform and support this ongoing work

Flexible and Part-Time Working

- Recognising the importance of work-life balance, Pieta supports flexible and part-time working arrangements that help employees manage their personal and professional responsibilities, while meeting service and operational needs

Equality, Diversity and Inclusion

- Equality, Diversity, and Inclusion principles are reflected in people management practices across the organisation, with decisions on pay, progression, and development guided by fairness, transparency, and organisational need.