



Gender Pay Gap Report

2024 – 2025

Snapshot Date: 30/06/2024

Our Commitment to Pay Equity

In line with the **Gender Pay Gap Information Act 2021**, organisations with over 50 employees are required to report annually on their gender pay gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date. The report includes all persons employed on the snapshot date.

The gender pay gap is a significant issue, not only within workplaces but across society. At Wexford Local Development we are committed to creating a workplace where people feel included, respected, and supported, and where opportunities for recognition and career progression are open to all.

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work.

The gender breakdown of the workforce in Wexford Local Development is as follows:

Percentages for Full-time Employees:

- 28.5% Male
- 71.5% Female

Percentages for Part-time Employees:

- 15% Male
- 85% Female

Our Gender Pay Gap Results

All Employees

Mean gender pay gap is 3.9% in favour of women	Median gender pay gap is 10.6% in favour of women
Mean Gender Pay Gap Text	Median Gender Pay Gap Text

Full Time Employees

Mean gender pay gap is 3.3% in favour of women	Median gender pay gap is 10.6% in favour of women
Mean Gender Pay Gap Text	Median Gender Pay Gap Text

Part Time Employees

Mean gender pay gap is 34.8% in favour of women	Median gender pay gap is 42.3% in favour of women
Mean Gender Pay Gap Text	Median Gender Pay Gap Text

Temporary Employees

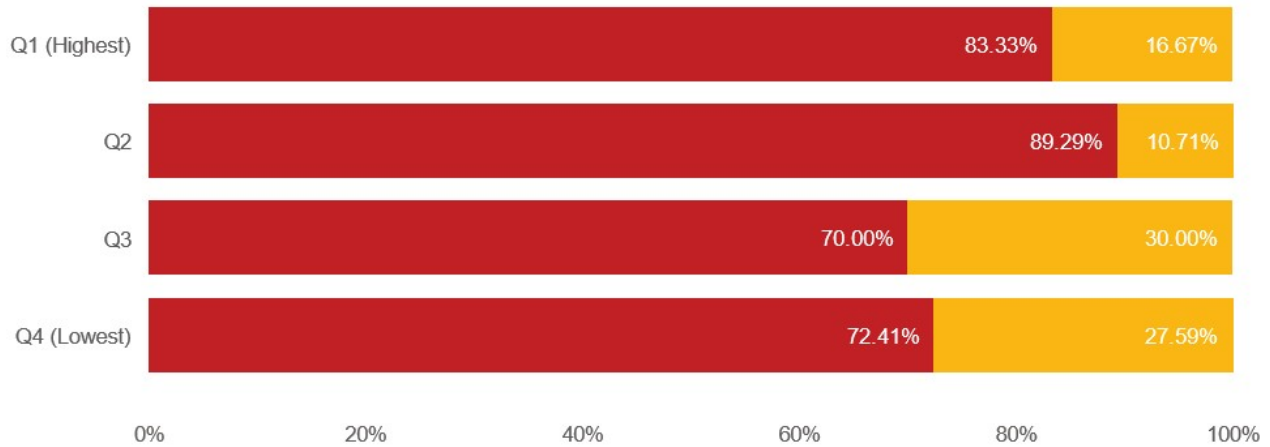
Mean gender pay gap is 10.6% in favour of women	Median gender pay gap is 5.2% in favour of women
Mean Gender Pay Gap Text	Median Gender Pay Gap Text

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

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.

Pay Distribution at Wexford Local Development

Gender ● Female ● Male



The pay quartiles shown above are based on the hourly pay of all employees employed on the snapshot date. Employees are divided into four equal groups, from the lowest to the highest earners, to show the proportion of men and women in each pay band.

Conclusion

The snapshot date used for this report was 30th June 2024. There were 115 employees in Wexford Local Development within the reporting period. This includes people who may have exited the organisation and/or retired within the reporting period. All employees are aligned to pay grades which ensure equal pay for equal work, irrespective of gender.

WLD's pay profile is impacted by the fact that employees are predominantly female. During the reporting period, the organisation was made up of 75% female employees and 25% male employees. This gender profile is in line with the Community & Voluntary sector in general