

GENDER PAY GAP REPORTING IN IRELAND

How MakoData can help your organisation
meet all Gender Pay related reporting
requirements.





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Gender Pay Gap in
Ireland



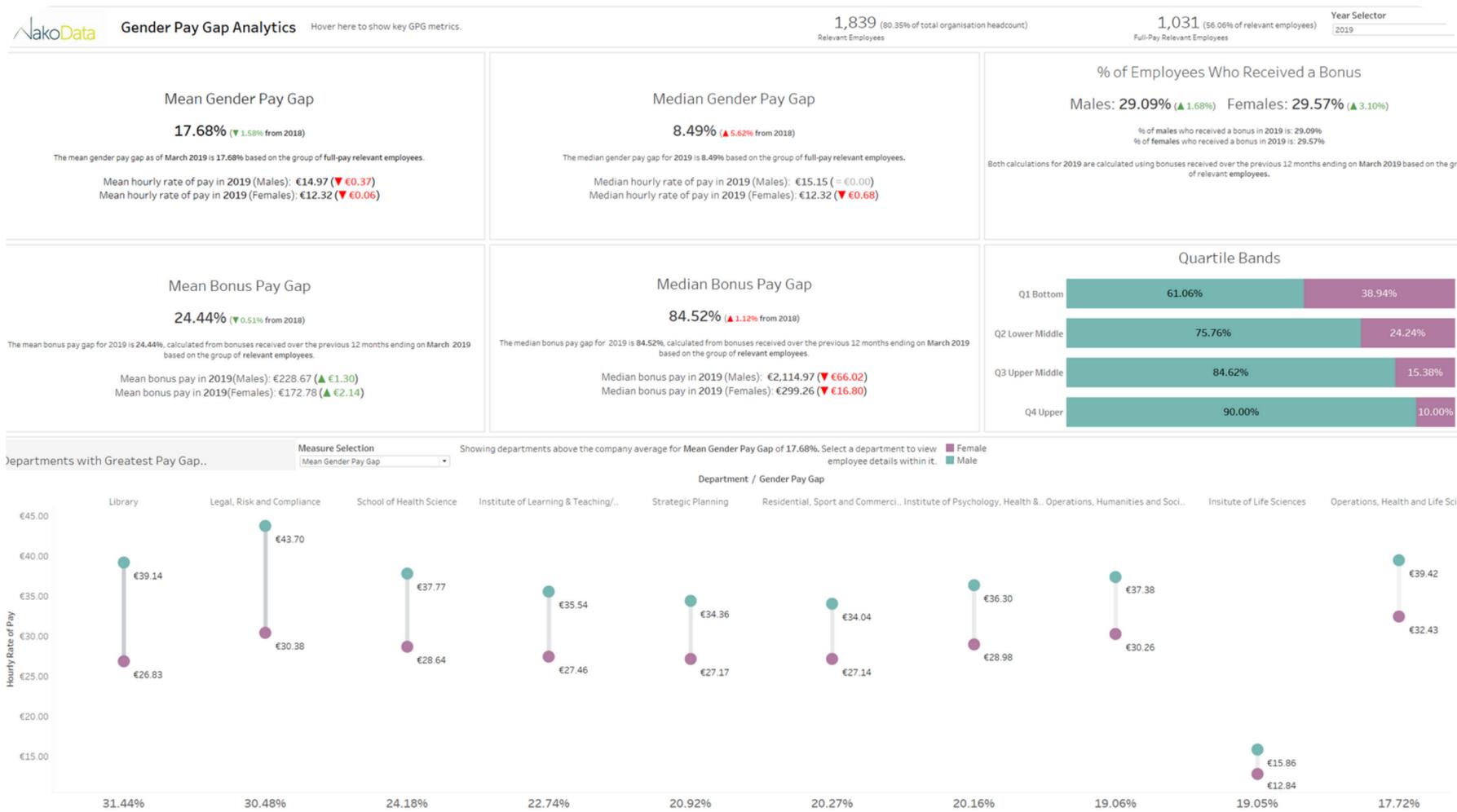
01

Introduction to the Gender Pay Gap Information Act 2021

▶ INTRODUCTION

The Irish Government enacted legislation which will require Irish organisations to report the details of their Gender Pay Gap.

The Gender Pay Gap Information Act 2021 was enacted and signed into law by the President on July 13th 2021.



Gender Pay Gap Dashboard showing key metrics, data trended over time, comparatives and narrative on data to be returned.

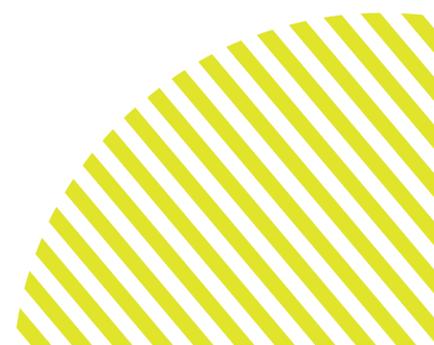
The Act will give rise to new regulations requiring employers to publish information relating to the remuneration of their employees and highlighting any differences in remuneration based on gender. Details to be announced in the coming weeks.

Who will this apply to?

The regulations will apply to all public and private sector organisations in Ireland with 250 or more employees in 2022, extending to organisations with 150 or more employees in 2024, and all organisations with 50 or more employees one year later in 2025.

Here at MakoData, we wanted to make you aware of the requirement and let you know that we have a solution that will automate the production of the information required, along with supporting analytics and validation tools.

For more information on Gender Pay Gap reporting please see Chapter 2!



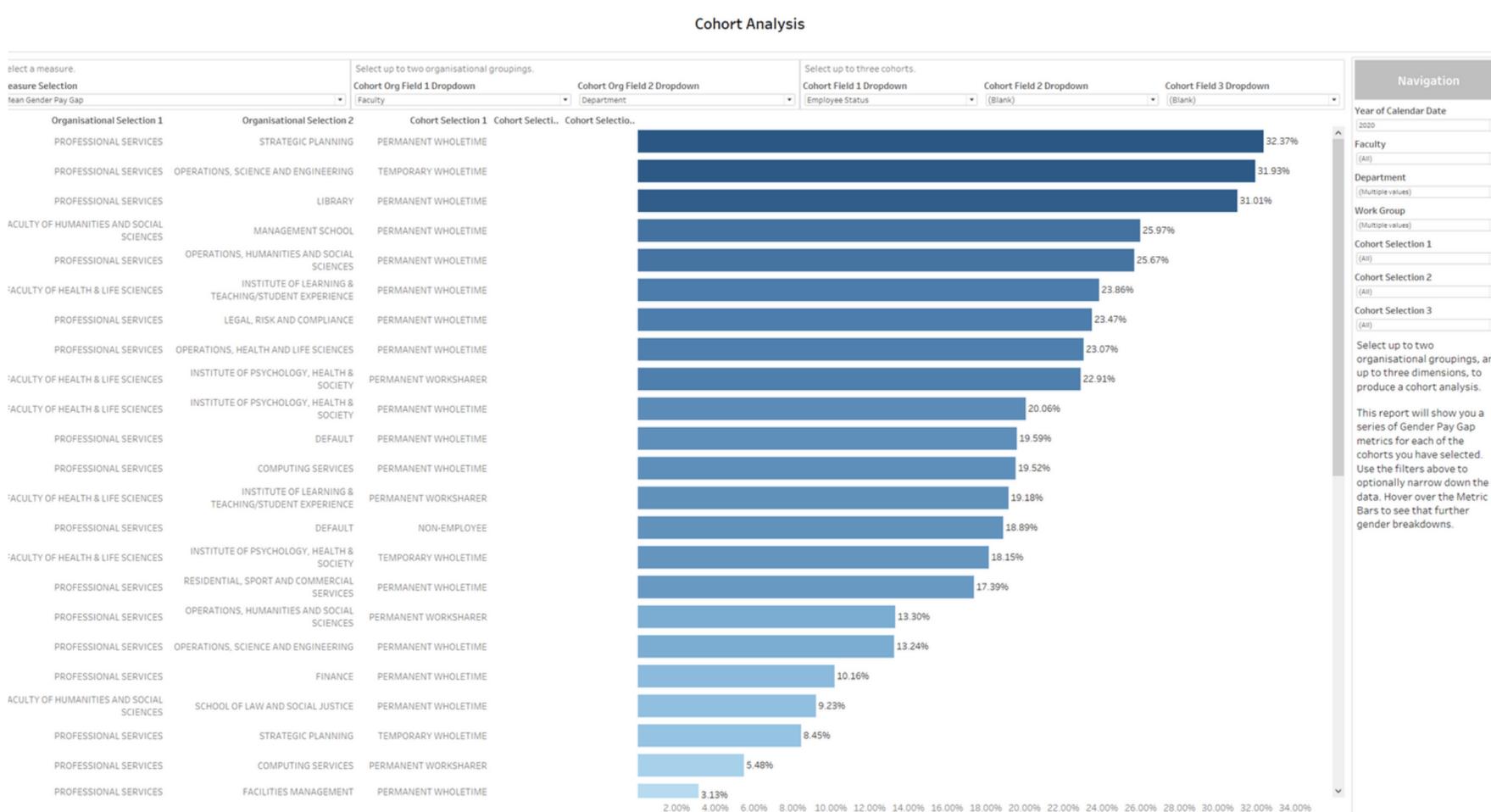
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What
Information
will we need to
return, when
and where?

▶ WHAT INFORMATION WILL WE NEED TO RETURN?

Organisations will be required to report and publish the pay gap between male and female employees using a variety of metrics, including:

- ▶ The mean and median hourly wage gap, the former reflecting the entire pay range in an organisation and the latter excluding the impact of unusually high earners.
- ▶ The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.
- ▶ The mean and median pay gaps for part-time employees and for employees on temporary contracts.
- ▶ Data on bonus pay.
- ▶ Benefits in Kind (referenced in Legislation).



Cohort Analysis providing the ability to analyse data by organisation and person attributes.

In addition to publishing these metrics, organisations will also be required to provide a statement setting out, in the employer's opinion, the reasons for any differences in male and female remuneration, along with the details of any measures the employer is undertaking to eliminate or reduce such differences.

When will we need to do this?

It has been confirmed that Employers will need to choose a 'snapshot' date and report on the gender pay gap in 2022.

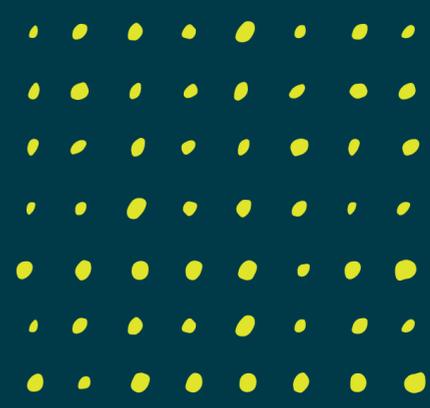


Where does the information get returned to?

Exact details on reporting and publishing will be released in the coming weeks.

However, employers will be required to return the information in a specified format to a designated public sector body.

Furthermore, it is expected that the information will also need to be published on an employer's own website.

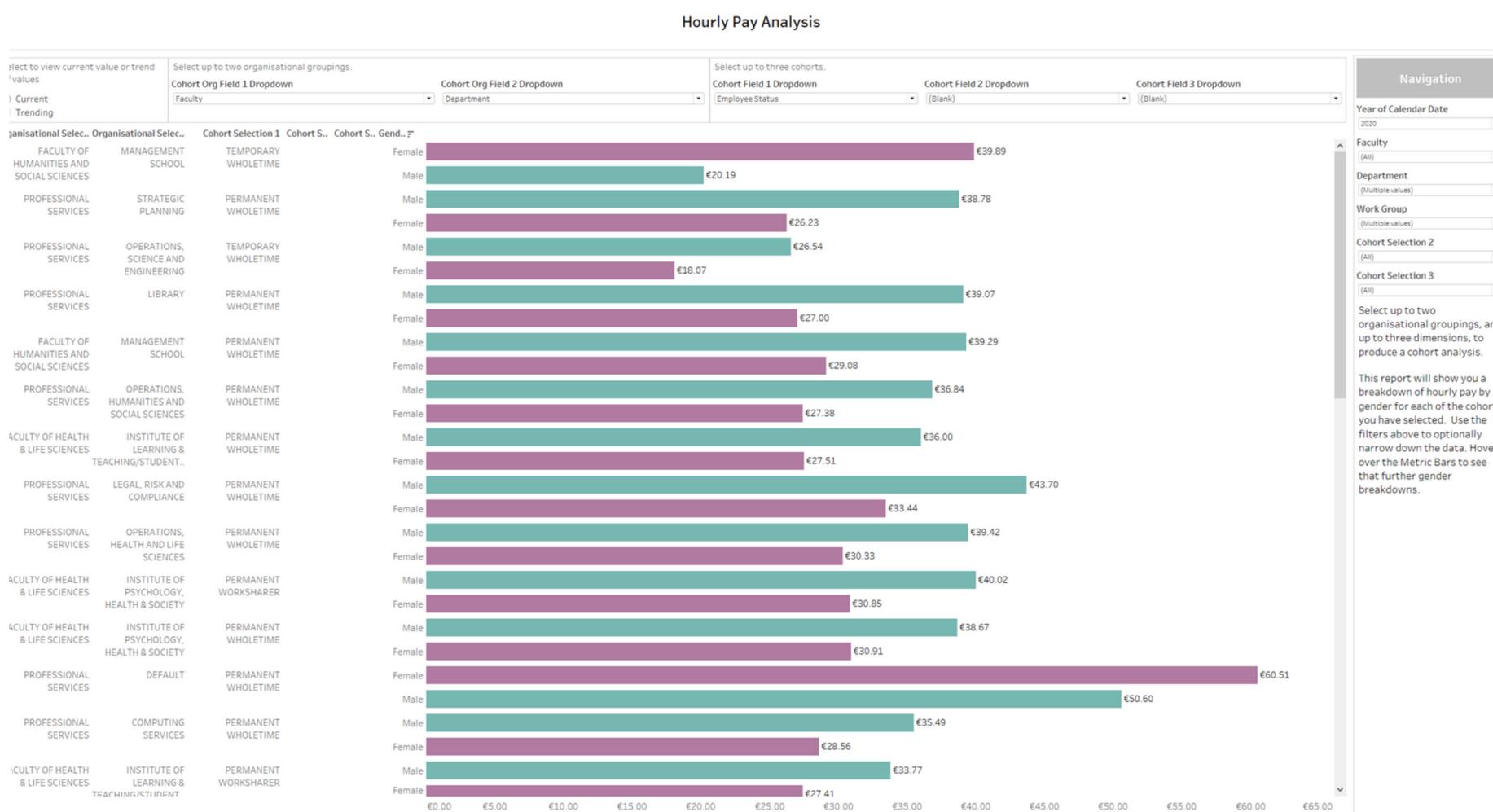


03

Can MakoData
help us to get
ready?

▶ CAN MAKODATA HELP US TO GET READY?

Your organisation can start preparing now to ensure you are ready for compliance when the time comes.



Hourly Pay Analysis Sheet. Hourly pay compared by gender across organisational and person attributes.



The MakoData solution is based on your existing HR and Pay data, and is built to support all aspects of Gender Pay Gap reporting.



We will support you fully with configuration, production of the required outputs, and ongoing changes that may be required based on changes in your organisation or person data.

MakoData have a solution that delivers:

- Easy configuration for key reporting inputs e.g. employees to be included/excluded, inclusion of relevant pay codes/elements etc.
- Validation tools to allow checking of relevant pay values at an individual employee level where required.

Full-Pay Relevant Employees Checking Sheet

Department	Sub Category (Appoin..	Employee No.	Is Full Pay Relevant Empl.	Basic Pay	Expected Basic Pay		
Computing Services	Admin Staff	0140048	No	€191.78	€319.63	Reduced pay due to being on leave	
		0141518	Yes	€175.90	€175.90	Is full-pay relevant employee	
		00006123	No	€90.32	€209.03	Is not relevant employee (See Relevant Employee Checking Sheet)	
		00008220	No	€59.67	€105.97	Is not relevant employee (See Relevant Employee Checking Sheet)	
		00008222	No	€91.85	€109.18	Is not relevant employee (See Relevant Employee Checking Sheet)	
		00008224	No	€91.85	€109.18	Is not relevant employee (See Relevant Employee Checking Sheet)	
		01401922	Yes	€92.96	€92.96	Is full-pay relevant employee	
		01401939	No	€132.80	€113.28	Is not relevant employee (See Relevant Employee Checking Sheet)	
		01401940	Yes	€95.96	€95.96	Is full-pay relevant employee	
		01401942	No	€128.23	€213.71	Reduced pay due to being on leave	
		01402521	No	€124.30	€207.16	Reduced pay due to being on leave	
		01402530	Yes	€71.61	€71.61	Is full-pay relevant employee	
		01402534	No	€65.51	€109.18	Reduced pay due to being on leave	
		01402536	No	€67.16	€111.93	Reduced pay due to being on leave	
		01402543	No	€186.89	€311.48	Reduced pay due to being on leave	
		01402558	Yes	€71.61	€71.61	Is full-pay relevant employee	
		01402563	No	€65.73	€109.55	Reduced pay due to being on leave	
		01402567	Yes	€90.32	€90.32	Is full-pay relevant employee	
		01415325	Yes	€124.01	€124.01	Is full-pay relevant employee	
		014025106	No	€125.73	€209.55	Reduced pay due to being on leave	
		014025129	No	€66.89	€111.48	Reduced pay due to being on leave	
		014025133	Yes	€108.42	€108.42	Is full-pay relevant employee	
		014025142	No	€67.16	€111.93	Reduced pay due to being on leave	
		014025143	Yes	€95.48	€95.48	Is full-pay relevant employee	
		014025173	No	€63.78	€106.30	Reduced pay due to being on leave	
		014025196	Yes	€95.48	€95.48	Is full-pay relevant employee	
		Clerical Staff	0009341	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)
			0013651	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)
			0108031	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)
			0122241	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)
0143491	No		€0.00	€0.00	Did not receive basic pay in GPG payroll period		
0143531	No		€0.00	€0.00	Did not receive basic pay in GPG payroll period		
0143541	No		€0.00	€0.00	Did not receive basic pay in GPG payroll period		
Craft Worker	0143571	No	€0.00	€0.00	Did not receive basic pay in GPG payroll period		
	0009461	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0009481	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0010371	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0010373	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
Engineer	0143672	No	€0.00	€0.00	Did not receive basic pay in GPG payroll period		
	0143753	No	€0.00	€0.00	Did not receive basic pay in GPG payroll period		
	0138451	No	€116.13	€211.61	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0140137	No	€127.41	€212.36	Reduced pay due to being on leave		
General Ops	0141847	Yes	€199.36	€199.36	Is full-pay relevant employee		
	00007711	No	€780.79	€1,278.08	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0010651	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0013282	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0143772	No	€0.00	€0.00	Did not receive basic pay in GPG payroll period		
Other	01437723	No	€0.00	€0.00	Did not receive basic pay in GPG payroll period		
	0000051	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0000052	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0000053	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0000055	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0000056	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	0000059	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	00000511	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	00000513	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
	00000514	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)		
00000515	No	€0.00	€0.00	Is not relevant employee (See Relevant Employee Checking Sheet)			

Navigation

Reason for Not Full-Pay Relevant Employee

Is Full Pay Relevant Employee?

Reason for Not Full-Pay Relevant Employee

- Did not receive basic pay in GPG payroll period
- Is full-pay relevant employee
- Is not relevant employee (See Relevant Employee Checking Sheet)
- Reduced pay due to being on leave

Full-pay relevant employees are a subset of relevant employees. A full-pay relevant employee is an employee who has received at least their usual basic pay (or pay for piecework when applicable).

Any employee who has received less than their usual basic pay in the GPG payroll period is not considered a full-pay relevant employee (except in certain

Full suite of Checking and Validation Sheet to allow for granular view of data and metrics to be returned.



- Automated production of the required metrics to meet the legislative return.
- A suite of dashboards and analytics to support the process of managing and impacting the gender pay gap in your organisation:
 - Trending key metrics over time to track ongoing performance.
 - Highlighting areas, groups, categories etc which are contributing most significantly to the gender pay gap in your organisation.
 - Identifying areas of your organisation which are doing best/worst, and understand why they are different.

MAKODATA HAS BEEN HELPING UK CUSTOMERS WITH THEIR GENDER PAY GAP NEEDS FOR YEARS!



If you would like to see the MakoData Gender Pay Gap solution in action please get in touch, and we will arrange a time to show you the solution and answer any questions you may have!

