

Gender Pay Gap Report 2025



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Gender Pay Reporting

In 2022, Ireland's Gender Pay Gap legislation was enacted and signed by the President. This legislation is part of a package of measures announced in the National Strategy for Women and Girls 2017-2020 and it requires all employers to disclose the pay gap between male and female employees. It impacts employers with more than 250 employees in both the public and private sector.

IDA Ireland

For the purposes of Gender Pay Gap Reporting, the data was gathered on 25th June 2025. As of this date, our global workforce headcount was 380 team members across Ireland, North America, Europe, London, and Asia Pacific. Our team members are the core to the success of what we do and achieve. We invest heavily in Learning & Development, Equality, Diversity & Inclusion (ED&I) and Wellbeing to enable our team members to perform to the best of their ability in their roles.

Our data highlighted our gender-balanced workforce was 56% Female: 44% Male. We are pleased with the progression we have made in our gender pay results this year. Our Mean Hourly Pay Gap of all team members has reduced from 8% to 7.4% in 2025. In addition, our Median Gender Pay Gap has increased very slightly by 0.24% from 4.86% in 2024 to 5.1% in 2024. There is a difference of €3.12 in the median hourly rate between male and female team members.

This is as a result of our ongoing awareness and practices to help us achieve:

- Greater female participation rate at senior level vacancies.
- Increased male participation at junior level vacancies.
- Greater female participation rate at group trainings
- Greater Wellbeing practice throughout the agency.

- Ongoing focus on learning and development and updating of the IDA training calendar.
- Continued development of gender diversity in our Equality, Diversity & Inclusion action plan.
- Increased flexibility around the start and end of day working hours.

The focus of the ED&I and Wellbeing teams has evolved from initial awareness to ongoing practice of promoting the importance of inclusion and wellbeing for all colleagues across our agency.

This is reflective of the valuable and honest feedback provided by our colleagues in both our ED&I and Wellbeing surveys and focus groups. This has remained a key focus for us when designing and implementing our new HR & OD Strategy 2025-2029.

Our approach strives to embed a more inclusive working environment, and we have developed goals to set the direction which will ultimately measure our progress in a transparent way.

IDA Ireland is committed to attracting, retaining, and developing a diverse and inclusive workforce that shares the organisation's vision to be the leading IPA in the world; sharing and reflecting our new values: Enterprising, Inclusive, Resourceful and Empowering.

IDA Ireland Reporting Results

The following data was gathered on 25th June 2025.

Gender breakdown per quartile

	Numbers (2024)		Percentage % (2024)	
	Male	Female	Male	Female
Upper Quartile	5 (4)	4 (4)	55.6% (50%)	44.4% (50%)
Upper-Middle Quartile	40 (28)	26 (14)	60.7% (66.7%)	39.4% (33.3%)
Lower-Middle Quartile	85 (85)	122 (129)	41% (40%)	59% (60%)
Lower Quartile	39 (31)	59 (51)	40% (38%)	60% (62%)

Our median Gender Pay Gaps by quartile (hourly rate)

	Numbers (2024)		Percentage % (2024)
	Male	Female	Pay Gap
Upper Quartile	€104.27 (€101.22)	€95.84 (€96.90)	8.1% (4.7%)
Upper-Middle Quartile	€57.78 (€58.85)	€57.59 (€56.90)	0.3% (3.4%)
Lower-Middle Quartile	€36.77 (€37.32)	€37.44 (€39.80)	1.8% (6.6%)
Lower Quartile	€19.57 (€19.34)	€19.57 (€19.85)	1.8% (2.6%)

Our mean Gender Pay Gaps by quartile (hourly rate)

	Numbers (2024)		Percentage % (2024)
	Male	Female	Pay Gap
Upper Quartile	€106.48 (€107.08)	€99.36 (€97.61)	6.7% (9.7%)
Upper-Middle Quartile	€60.18 (€59.88)	€59.94 (€60.78)	0.4% (1.5%)
Lower-Middle Quartile	€38.39 (€39.33)	€38.39 (€39.69)	0% (0.9%)
Lower Quartile	€20.53 (€19.25)	€20.91 (€20.36)	1.8% (5.8%)

Median hourly remuneration gap of part-time employees

	Numbers (2024)		Percentage % (2024)
	Male	Female	Pay Gap
Part Time	€ 0	€40.28 (€40.27)	no change

Mean hourly remuneration gap of part-time employees

	Numbers (2024)	Percentage % (2024)	
	Male	Female	Pay Gap
Part Time	€ 0	€41.21 (€33.69)	no change

Median hourly remuneration gap of temporary contract employees

	Numbers (2024)	Percentage % (2024)	
	Male	Female	Pay Gap
Temporary Contract	€20.57 (€24.64)	€21.90 (€26.01)	6.1% (5.5%)

Mean hourly remuneration gap of temporary contract employees

	Numbers (2024)	Percentage % (2024)	
	Male	Female	Pay Gap
Temporary Contract	€25.28 (€26.95)	€26.97 (€28.64)	6.2% (6.2%)

Median hourly remuneration gap of ALL employees

	Numbers (2024)	Percentage % (2024)	
	Male	Female	Pay Gap
All Employees	€54.24 (€37.98)	€51.12 (€36.22)	5.1% (4.86%)

Mean hourly remuneration gap of ALL employees

	Numbers (2024)	Percentage % (2024)	
	Male	Female	Pay Gap
All Employees	€54.31 (€40.84)	€50.28 (€37.70)	7.4% (8%)

A Look behind the figures and our progression

1. Our Workforce

The IDA's Gender Pay Gap data was collected on the snapshot date of 25th June 2025. At this time, there were 380 team members within our workforce - Female 56% to Male 44%. At that time our sanctioned headcount is 396, as a result of an additional 35 new posts.

2. IDA Ireland Current Salary Scales

IDA Ireland, in accordance with public service pay policy, has consistent and transparent pay scales, and adhere to all relevant DPER Public Service Pay policies. This ensures that all team members are paid equally and according to their pay grade, as set down by the Department of Public Expenditure and Reform e.g., appointment at the minimum point of the scale and no flexibility to apply off scale salaries to any specialist skillsets.

3. Family Friendly Policies

We take pride in the opportunities we provide to all our team members across the organisation, such as Hybrid Working, Flexible Working, Family Friendly policies, Open Location Roles, and our investment in Wellbeing, Learning & Development, and ED & I. Our Family Friendly policies are designed to enable parents to take equal responsibility for childcare commitments.

In the twelve-month period up to 25th June 2025, 39 team members utilized family-friendly leave, including Maternity Leave, Parents Leave, Paternity Leave, and Parental Leave. The data indicates that 9 applications were from male team members, representing 23% of the total applicants. Additionally, 12 female team members have availed of reduced working hours.

We are dedicated to ensuring our practices encourage everyone to have the option to work flexibly, in a way that suits them, so they can deliver their best both personally and professionally.

4. Equality, Diversity, and Inclusion Action Plan

In line with IDA's 2021-2024 strategy, the ED&I team designed and implemented an ED&I Action Plan which was supported and approved by the Executive Committee and Board. In 2023, we became the first Public Sector organisation to achieve 'Investors in Diversity Gold' and recipient of Public Sector Organisation of the Year at the National Diversity and Inclusion awards.

Our action plan includes objectives which will ensure IDA are a role model for inclusive behaviour, create and sustain an inclusive culture and increase our diversity.

5. Wellbeing Framework

In February 2022, we launched the IDA Ireland Wellbeing Framework. This framework was designed to:

- Develop sustainable work practices which promote wellbeing for all team members at work.
- Standardisation of processes and people centred care across all our locations.
- Leadership role modelling behaviours which support wellbeing.

To ensure we are committed to a collective consciousness, we have developed a Wellbeing Committee, Framework and Statement to promote our commitment to all team members. This framework is also supported by our dedicated Leadership Champions.

We continue to build on our Wellbeing journey into the future. Our focus areas are: -

- KeepWell Accreditation
- Mental Wellbeing
- Life Stage Wellbeing

6. Learning & Development

Our commitment to Learning & Development remains a priority for IDA Ireland to ensure our team members have full capability for their role coupled with being competition ready for any suitable vacancies that arise.

Over the past year, our focus has been on building and expanding the IDA Learning Academy, with a particular emphasis on developing leadership capabilities at all levels of the organisation.

Our Leadership Learning Pathway serves as a comprehensive roadmap for developing capabilities across the entire organisation, from leading oneself to leading others, and ultimately leading the organisation. It offers a suite of programmes designed to support colleagues on their personalised career development journeys.

This strategic approach aims to enhance IDA's leadership capabilities, providing clear direction and support for colleagues as they navigate their personal and career development. These programmes cover early careers, mid-career, new managers, experienced managers, and coaching.

Conclusion

We are encouraged by the progress reflected in our Gender Pay Gap results for 2025. Our Mean Hourly Pay Gap across all team members has decreased from 8% to 7.04%, marking a positive step forward in our commitment to equity and inclusion.

We have consciously promoted ED & I, Wellbeing and Learning to support diversity within the organisation. Our approach strives to embed a more inclusive working environment, and we have clear and defined goals set to support our direction and measure our progress in a transparent way.

We continue our commitment and focus on promoting the importance of inclusion for all colleagues across our agency.