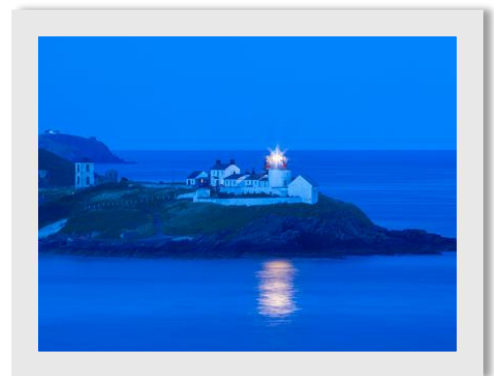
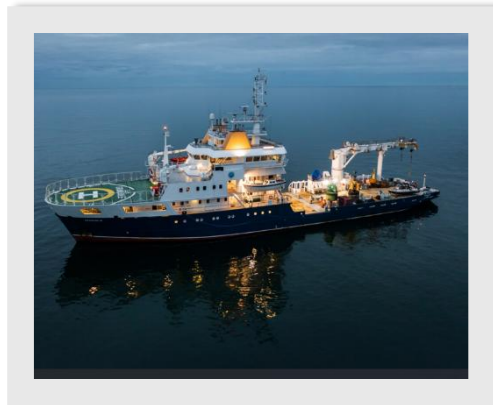




Commissioners of  
**IRISH LIGHTS** | *Navigation  
and Maritime  
Services*

# Gender Pay Gap Report 2025



30 November 2025

## 1. Introduction

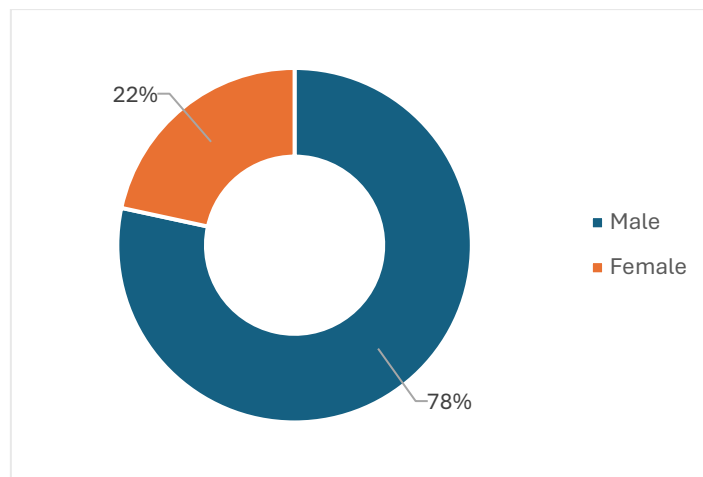
In accordance with the Gender Pay Gap Information Act, 2021, Gender Pay Gap Reporting is now in its fourth year. The 2025 regulations require organisations with over 50 employees to report on their Gender Pay Gap. Prior to this, only organisations with over 150 employees had to report therefore this is Irish Lights first year to fall within the reporting requirements.

Organisations are asked to take a 'snapshot date' in the month of June with the reporting period being the 12-month period before and including the snapshot date. Irish Lights selected 30 June 2025 before reporting five months later during November 2025. This report is published on our website and will be accessible for three years to all employees and members of the public.

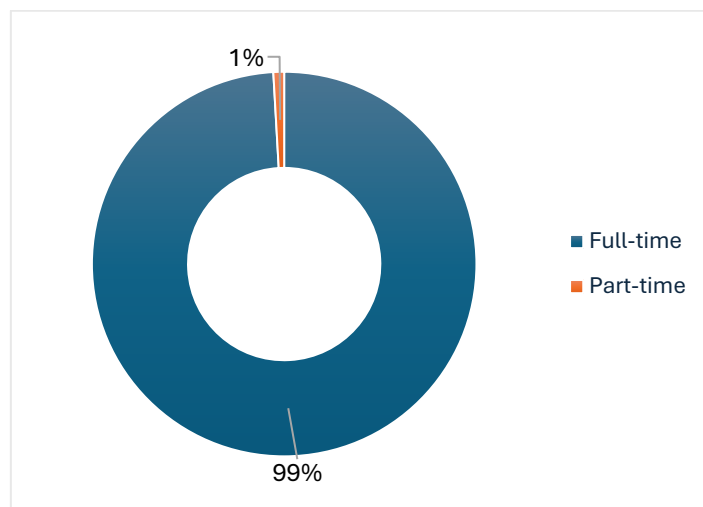
The following is a summary of all employees in Irish Lights on 30 June 2025 illustrating the gender make up and the proportion of full time and part time employees.

The headcount on the snapshot date is **111 employees\***.

### % of all employees by gender



### % of all employees by full-time, part-time (including employees on fixed term contracts)



\* Excludes contingent workers and outreach placements in the statistics.

## 2. Gender Pay Gap Reporting

### Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave. The mean and median figures must also be given separately for part-time and temporary employees.

### What do we mean by the Gender Pay Gap?

The Gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work therefore this report does not examine equal pay.

### *Mean and Median Gender Pay Gap*

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females irrespective of their role, using the following measures:

#### *Mean Gender Pay Gap*

The mean gender pay gap shows the % difference between the average hourly rate of pay for males and average hourly rate for females:

$$\frac{(\text{average male hourly rate}) - (\text{average female hourly rate})}{\text{Average male hourly rate}} \times 100$$

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. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date.

#### *Median Gender Pay Gap*

The median gender pay gap is the difference between the median hourly rate of pay for males and median hourly rate of pay for females:

$$\frac{(\text{median of male hourly rates}) - (\text{median of female hourly rates})}{\text{Median of male hourly rates}} \times 100$$

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.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap. For example, a small number of higher paid employees can impact the mean figure and if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earnings between males and females.

### ***Quartile Pay Bands***

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g., percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

### ***Benefit in Kind***

This is the percentage of male and female employees who received Benefit in Kind. This may arise in certain circumstances, such as professional fees paid by the employer.

### ***Bonus Payments***

Bonus payments do not feature as part of pay in Irish Lights.

## **3. Factors that can have an impact on the Gender Pay Gap**

As previously confirmed, this report does not look at equal pay. Every employee, regardless of gender, is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Some job categories or occupations may have traditionally attracted more males than females or vice versa.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Different contractual hourly working week – different weekly hours will impact hourly rates
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures

If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation

## 4. Findings

### Hourly Pay Gap

The table below illustrates the difference between mean and median hourly rate of pay for females and the mean and median hourly rate of pay for males.

#### All employees for the reporting period to 30 June 2025

Mean Gender Pay Gap	Median Gender Pay Gap
-10.20%	1.89%

Using the mean, it shows that on average females are paid **10.20%** more than males in Irish Lights.

Using the median, it shows that females are paid **1.89%** less than males.

#### Part-time employees for the reporting period to 30 June 2025

*The sample is too small to report on this statistic.*

#### Temporary employees for the reporting period to 30 June 2025

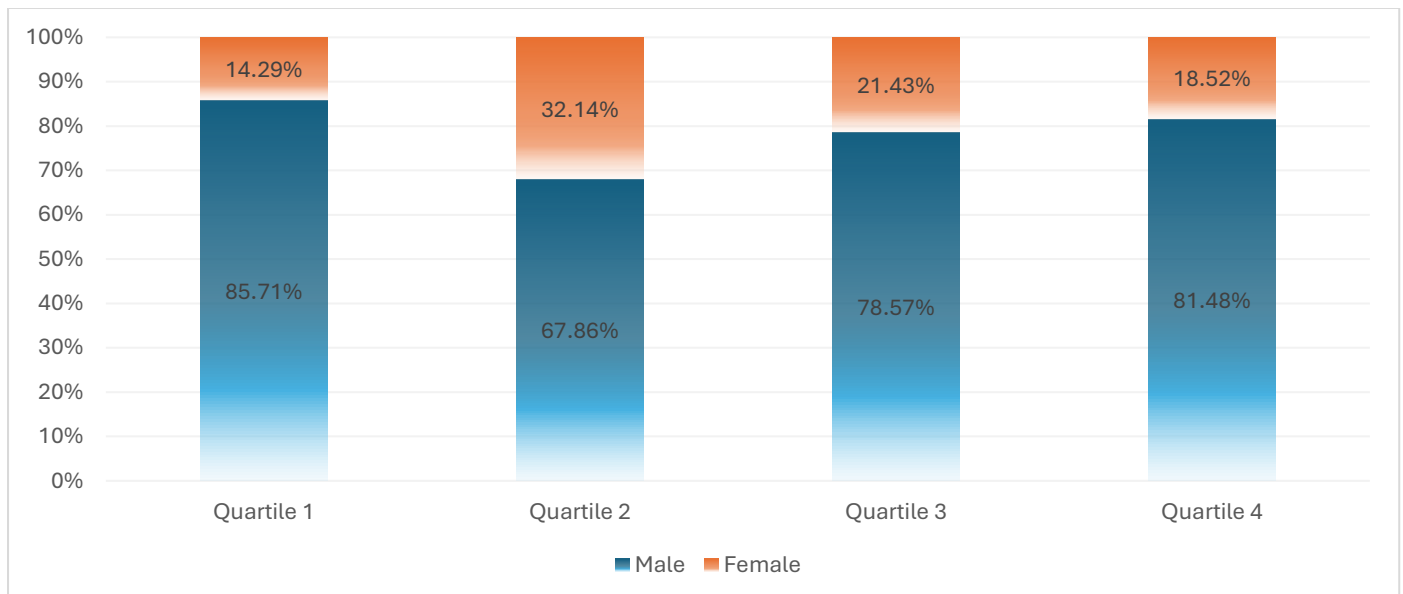
The table below illustrates the difference between the mean and median hourly rate of pay for females on contract and the mean and median hourly rate of pay for males on contract.

Mean Gender Pay Gap	Median Gender Pay Gap
7.83%	7.83%

Using the mean, it shows that on average females are paid **7.83%** less than males and the median shows the same percentage gap for females.

### Pay Band Quartiles

The information below gives the gender distribution of our employees in four equally sizes quartiles as at 30 June 2025.



Quartile Pay Band	Number of male employees	Male (%)	Number of female employees	Female (%)
First quartile (lower)	24	85.71%	4	14.29%
Second quartile (lower middle)	19	67.86%	9	32.14%
Third Quartile (middle upper)	22	78.57%	6	21.43%
Fourth Quartile (upper)	22	81.48%	5	18.52%

Looking at the distribution of employees across the four Quartile Pay Bands helps us to examine pay at different levels of the organisation.

These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation (*the organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, middle upper and upper. The employer then shows the proportion of male and female employees in each quartile*).

For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile. The split for each of the 4 Quartiles shown above varies by Pay Band and if look at the lower and lower middle we find the following:

Pay Band 1 comprises of approximately 85.71% Male / 14.29% Female.

Pay Band 2 comprises of approximately 67.86% Male / 32.14% Female.

There is a higher proportion of males in Pay Band 1 and Pay Band 2, reflecting that there are proportionately more males at lower paid grades which influences the overall Mean Gender Pay Gap results in favour of females.

However, as we have small proportion of females generally across the organisation they are well represented in the middle upper and upper Pay Bands.

**BIK**

The information below details the percentage of employees by gender that received benefit-in-kind during the 12-month period.

Male	Female
5.75%	0%

**5. How we are supporting gender equality**

Area	Actions and Initiatives
Culture and values	<ul style="list-style-type: none"> <li>• A Wellbeing Statement and Framework has been published</li> <li>• Dignity at Work awareness training has taken place</li> <li>• Equality, Diversity and Inclusion initiatives take place annually</li> <li>• Outreach to National Schools and the NMCI to encourage female participation in maritime sector</li> </ul>
Benefits	<ul style="list-style-type: none"> <li>• Blended Working is in place</li> <li>• A range of Work-Life Balance policies and procedures are available</li> </ul>
Investing in our people	<ul style="list-style-type: none"> <li>• Annual Training Budget is agreed, including Education Support</li> <li>• A pilot mentoring programme focussed on females is currently running</li> </ul>
Recruitment and Selection	<ul style="list-style-type: none"> <li>• Fair and transparent recruitment practices for each permanent or temporary appointment</li> </ul>