



Sample Engineering Services Ltd (fictional)

Gender Pay Gap Report 2026. Prepared under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (S.I. No. 264 of 2022), as amended.

SAMPLE REPORT. Every figure here comes from made-up demo data for a fictional employer. It shows what a PayGap Pro report looks like and does not describe any real organisation.

Mean hourly gap

11.3%

Reg. 7(1)(a)

Median hourly gap

14.8%

Reg. 8(1)(a)

Women in upper quartile

31.0%

Reg. 10

Employees

118

69 men, 47 women

Reporting basis

ITEM	VALUE
Snapshot (relevant) date	30 June 2026
Reporting period (12 months ending on snapshot date)	01 Jul 2025 to 30 Jun 2026
Relevant employees on snapshot date (headcount)	118
Men / women included in calculations	69 / 47
Employees counted in headcount only (did not identify as male or female)	2

Hourly pay, bonus and benefits in kind

METRIC	RESULT	REGULATION
Mean hourly pay gap: all employees	11.3%	Reg 7(1)(a)
Median hourly pay gap: all employees	14.8%	Reg 8(1)(a)
Mean hourly pay gap: part-time employees	7.6%	Reg 7(1)(b)
Median hourly pay gap: part-time employees	-5.3%	Reg 8(1)(b)
Mean hourly pay gap: temporary contracts	-19.8%	Reg 7(1)(c)
Median hourly pay gap: temporary contracts	-8.7%	Reg 8(1)(c)
Mean bonus gap	30.9%	Reg 9(1)(a)
Median bonus gap	42.9%	Reg 9(1)(b)
% of men paid a bonus	36.2%	Reg 9(1)(c)
% of women paid a bonus	42.6%	Reg 9(1)(c)

METRIC	RESULT	REGULATION
% of men receiving benefits in kind	30.4%	Reg 9(1)(d)
% of women receiving benefits in kind	19.1%	Reg 9(1)(d)

Pay gaps are $(A - B) \div A \times 100$, where A is the male figure and B the female figure. A positive gap means men's pay is higher; a negative gap means women's pay is higher. N/A means there were no men or no women in that group (or none paid a bonus).

Pay quartiles (Regulation 10)

PAY QUARTILE	MEN %	WOMEN %	EMPLOYEES
Lower	62.1%	37.9%	29
Lower middle	48.3%	51.7%	29
Upper middle	58.6%	41.4%	29
Upper	69.0%	31.0%	29

■ Women ■ Men



Employees ranked by hourly remuneration from lowest to highest and split into four equal-sized bands.

Statement of reasons and measures (Regulation 6(4))

[DRAFT. Replace every [bracketed] prompt with your own words before publishing. Regulation 6(4) requires a written statement setting out (a) in your opinion, the reasons for the gender pay differences shown above and (b) the measures (if any) you are taking or propose to take to eliminate or reduce them.]

1. Our results

On our snapshot date of 30 June 2026, Sample Engineering Services Ltd (fictional) had 118 employees. Our mean hourly gender pay gap is 11.3% and our median hourly gender pay gap is 14.8%. Women make up 31.0% of our upper pay quartile and 37.9% of our lower pay quartile. 42.6% of women and 36.2% of men received a bonus.

The gender pay gap is not the same as equal pay. Equal pay for like work has been required in Ireland since 1974 and is now part of the Employment Equality Acts. The gender pay gap compares the average hourly pay of all men and all women in the organisation, whatever their role.

2. Reasons for our gender pay gap

In our opinion, the main reasons for the differences are:

- [Name a specific cause tied to your own workforce, e.g. "Men hold 7 of our 9 senior engineering roles, which are our highest-paid positions."]
- [Explain any part-time or temporary-contract gap, e.g. the roles held by part-time staff.]
- [Explain the bonus gap, e.g. which roles are eligible for commission or bonus and their gender mix.]

- [If relevant, note small group sizes that make some figures volatile.]

3. Measures we have taken

- [A concrete action already completed, with enough detail to verify it, e.g. "In 2026 we introduced published salary bands for all roles."]

- [Another action, e.g. gender-balanced interview panels, flexible-working policy for senior roles.]

4. Measures we propose to take

- [A planned action with a timeframe, e.g. "By June 2027 we will run a gender-neutral job evaluation of all roles."]

- [Plans in response to the EU Pay Transparency Directive, if any.]

5. How we will track progress

- [A metric you will report on next year, e.g. % women in the upper quartile, with a target.]

[Signed: Name, Title (e.g. CEO / HR Director)] [Date]

Supporting figures (for internal checking)

FIGURE	MEN	WOMEN
Mean hourly remuneration	€28.84	€25.57
Median hourly remuneration	€23.86	€20.34
Part-time employees	5	13
Temporary-contract employees	2	8
Employees paid a bonus	25	20
Mean bonus (those paid one)	€7,836.80	€5,416.50
Median bonus (those paid one)	€5,570.00	€3,180.00
Employees receiving BIK	21	9

Usually not published. Remove this section if you prefer not to publish it.

Data notes

• 2 employee(s) not identifying as male or female were counted in headcount but left out of the male/female calculations (Department FAQ approach).

• Small temporary-contract group (fewer than 5 of one gender): the gap can swing widely and individuals may be identifiable; consider explaining it.

Method

Hourly remuneration = (ordinary pay + bonus remuneration in the reporting period) ÷ total working hours in that period (Regulation 3). Bonuses relating to a period longer than 12 months are pro-rated (Regulation 3(c)). Benefits in kind are excluded from pay but counted for the BIK percentages. Medians use the average of the two middle values where a group has an even number of employees. Where employees on the same hourly rate fall into more than one quartile, they are spread so each band keeps the same gender mix for that rate (Regulation 10(3)). Figures are rounded to one decimal place.

This draft was produced by software and is not legal advice. The employer is responsible for the accuracy of the data and the published report.