

IRISH NATIONAL STUD

Gender Pay Gap Report 2025

Introduction:

The Irish National Stud has for the first time come under the remit of the "Gender Pay Gap Information Act 2021".

Data report:

This report has been compiled from data of persons employed by the Irish National Stud for the snapshot day of Thursday 26th June 2025. On that date the overall representation levels between male and female employees was 50% male and 50% female.

Origins of the data:

Data was taken from the Irish National Stud's "Time Works System" and the Sage payroll system.

Data protection:

The report was compiled by the HR manager in conjunction with the payroll executive. Both have access to the data as part of their daily duties. The data does not identify any individual.

Staff Profile on Snapshot Date

No of Employees	Full Time	Part-Time	Total	Of whom are Temp
Male	28	10	38	10
Female	17	21	38	17
Other				
Total	45	31	76	37

Due to the short tourism calendar we have temporary part-time seasonal positions typically attracting students in the 18 to 23 year age bracket. Temporary staff support the breeding season on the stud farm January to June. On the snapshot date 35% of our workforce were temporary.

Hourly Data

		Percentage
1	Mean hourly gender pay gap (All employees)	11%
2	Mean hourly gender pay gap (Part - Time)	14%
3	Mean hourly gender pay gap (Temporary)	27%
4	Median hourly gender pay gap (All employees)	9%
5	Median hourly gender pay gap (Part-Time)	0%
6	Median hourly gender pay gap (Temporary)	0%
7	Mean Bonus gender pay gap	N/A
8	Median Bonus gender pay gap	N/A
9	Percentage of employee in receipt of a bonus	N/A
10	Percentage of male employee in receipt of benefit in kind	N/A
11	Percentage of female employee in receipt of benefit in kind	N/A
12	Percentage of employee in the lower remuneration quartile	**Female** 58% **Male** 42%
13	Percentage of employees in lower middle remuneration quartile	**Female** 42% **Male** 58%
14	Percentage of employees in upper middle remuneration quartile	**Female** 53% **Male** 47%
15	Percentage of employees in upper remuneration quartile	**Female** 42% **Male** 58%

Data Analysis

This data indicated a gender pay gap in the mean hourly remuneration of 11%.

Measures being taken or proposed to be taken to eliminate or reduce differences.

- We will continue to embrace a diverse work force.
- We will promote equality and inclusion.
- We will carry out a review of current employee profiles and an analysis of recruitment and selection data to understand if barriers exist in the current processes and act if appropriate.
- Conduct a review of Job Descriptions and communication across both internal and external platforms to ensure they are gender neutral and inclusive.
- Develop further our community inclusive activities through interaction with KARE, third level institutions.