Gender Pay Gap Report 2026

This report relates to Seetec Employability and Skills Ireland

Our Gender Pay Report reflects data taken as of 30th of June 2026

Document owner: Group HR Director

Table of Contents

1.	**Gender Pay Report 2025/26 - Introduction**	**3**
2.	**Gender Pay Gap Explained**	**4**
3.	**Gender Pay Gap Summary**	**5**
4.	**Understanding our Pay Gap**	**6**
7.	**Our results- Seetec Employability and Skills Ireland DAC**	Error! Bookmark not defined.
8.	**Addressing our Gender Pay Gap**	**9**

1. Gender Pay Report 2025/26 - Introduction

This report details our gender pay gap for the reporting year 2025/26 and the data contained within it continues to inform our work, and progress, in supporting equality, diversity and inclusion across our organisation.

At Seetec, we are committed to providing equal opportunity for our colleagues, supporting them to achieve and succeed irrespective of gender or other characteristics. We believe in employing and supporting people from all backgrounds and demographics, and strive to represent the diversity of the communities we work in. With people at the heart of every one of our services, we are driven by our overarching aim of 'creating opportunities and improving lives' and this extends to our colleagues. We actively promote a culture that gives individuals the opportunity to succeed and grow based on their abilities, and we are proud to hold the Great Place to Work Accreditation, Disability Confident Leader status.

Our Gender Pay Report reflects data taken as of 30th of June 2026 and includes our accompanying narrative.

Pay gap reporting is an important tool for monitoring our progress in reducing the differentials in pay between male and female colleagues and to inform our future actions. This reporting covers the Mean & Median Gender pay gap, bonus pay gap, staffing levels, gender split and number of colleagues who receive benefits in kind. The Median Pay Gap for 2026 is at 5.97% which remains steady from 6.03 % in 2024. Our Median remains marginally above the Ireland average of 5.5% (Central Statistics Office – Annual Earnings Survey 2022)

Ceri Bennett

Group HR Director

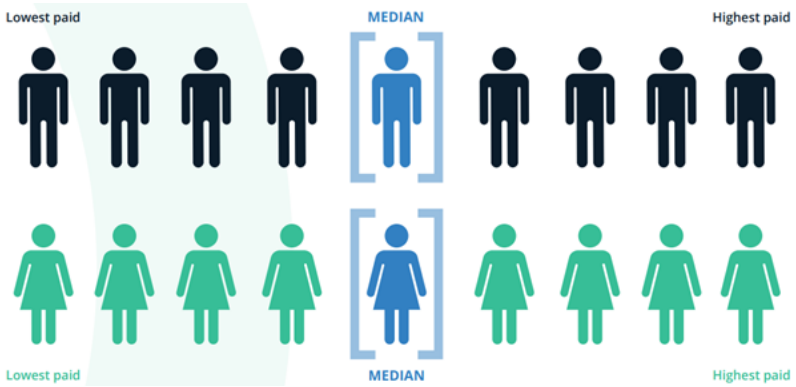
2. Gender Pay Gap Explained

The gender pay gap is the difference in average hourly earnings between all men and women in an organisation, regardless of their roles.

Companies are required to report on their Gender Pay Gaps under the Gender Pay Gap Information Act 2021 and is based on a series of calculations set out by the Irish government. The gender pay gap shows the difference in the full-time equivalent earnings between male and female colleagues, and for part-time workers, expressed as a percentage of the average earnings for male colleagues. Pay gaps are reported using both the median and the mean averages.

How is the gender pay calculated?

The **median** gender pay gap is the difference between the male and the female median. We rank our male and female employees separately, from the lowest to the highest paid, the middle-paid colleague is the median. The figure is expressed as a percentage; a positive figure indicates there is a pay gap with men earning more than women and a negative figure (-) indicates a pay gap with women earning more than men.



The **mean** gender pay gap shows the difference between the average hourly pay for all men compared with women across an organisation. Again, this is expressed as a percentage.

What is Equal Pay?

The gender pay gap is different from equal pay. Equal pay is the right for men and women to be paid the same for the same, or equivalent, work or work of equal value. This means that even when pay is equal there may still be a gender pay gap. Seetec has always been committed to ensuring that we treat people fairly and do not pay men and women differently for doing the same or equivalent work and our pay structures reflect this.

3. Seetec Employability and Skills Ireland Gender Pay Gap Summary

The **median** gender pay gap has decreased from 6.03% to 5.97% and our mean gap has decreased to 19.59 % this year vesus 20.05% last year. This is the second year Seetec Employability and Skills Ireland have met the staffing levels for mandatory reporting within Ireland, and can therefore show a comparison between years.

We believe the median to be a more accurate figure of our gender pay gap because it is less affected by outliers at the top or the bottom of the pay range.

Gender Pay Gap

Below is a summary of our overall median and mean gender pay gap based on hourly rates of pay as at 30th of June 2026.

	2026		2025
Median	**5.97%**	↓ - 0.06%	**6.03%**
Mean	**19.59%**	↓ -0.90%	**20.49%**

Bonus Pay Gap

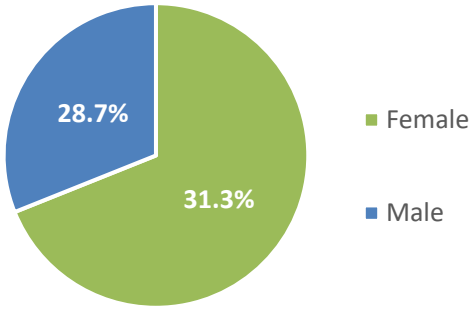
Below is a summary of our bonus pay gap, it is worth noting that only two male colleagues and one female received a bonus in this reporting period. This significantly distorts the figures due to the small sample size.

	Seetec Ireland
Median	**83.9%**
Mean	**83.9%**

4. Understanding our Pay Gap

Gender Representation

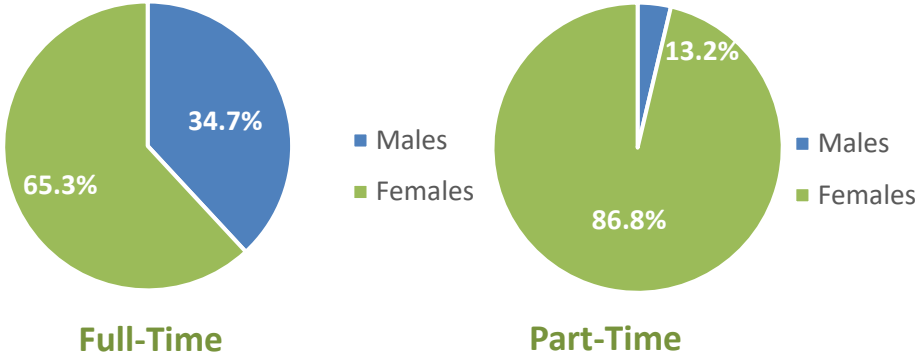
It's important to take into consideration our workforce profile and gender balance at Seetec Ireland when considering our results. This report is based on 136 colleagues, an increase of 4 colleagues from June 2025. We employ over twice as many women (71.3%) as men (28.7%) this is a slight move with 68.9% being female last year. This is 97 Female colleagues and 39 Male colleagues.



Part-time and Full-time Working

Women represent most (86.8%) of our part-time working population, and 2 thirds of our full-time colleagues. Part- time males represent 13.2% of our part time population 28.7% of our overall colleagues.

We support all colleagues who wish to work more flexibly where we are able to. We also encourage the uptake of shared parental leave enabling men to take on more caring responsibilities and this is reflected in our family friendly policies.



Gender representation by job level and pay quartile

There are more male colleagues in Senior Manager/Directors positions. Senior Managers/Directors only represent three employee's in the organisation, two are male and one female.

There are more women in management roles (57.1%) however this is low in when compared to the overall ratio of men/women in the workforce.

Our data shows that women are more represented in the top quartile (76.5%) but less in our Upper Middle Quartile, these two compared to the Lower Middle and Lower Quartile make up for less of the female workforce, which leads to our gender pay gap.

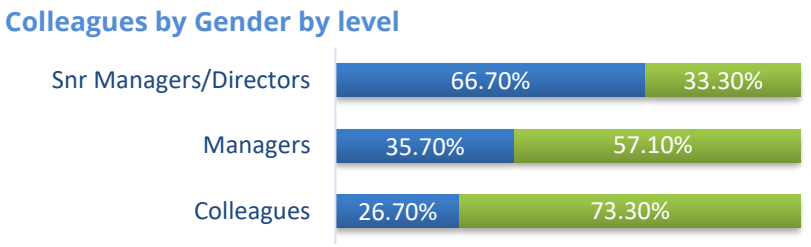
Understanding our Gender pay gap

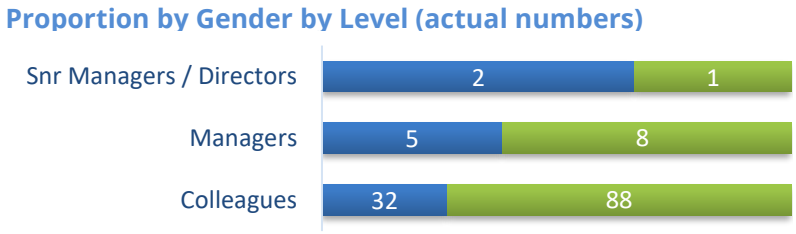
Our female colleagues are well represented across our job levels and pay quartiles, however our data shows that the proportion of male employees marginally increases to the more senior roles and pay quartiles whilst the proportion of women decreases, this results in a gender pay gap.

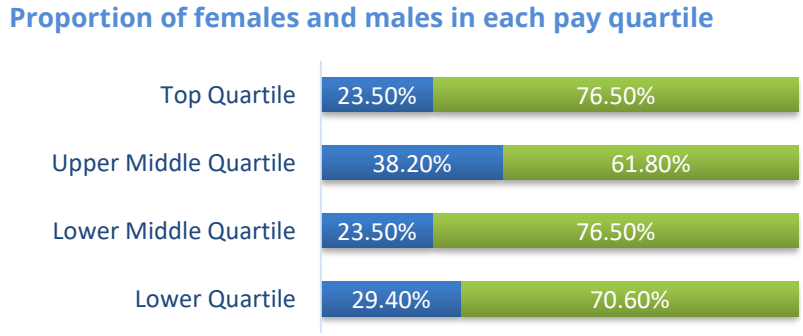
Our workforce is comprised of more women than men, this in itself creates an imbalance due to the volume of women employed in colleague roles which are predominately the lower quartile pay range. Improving our gender diversity in senior positions will reduce both the mean and median gender pay gap.

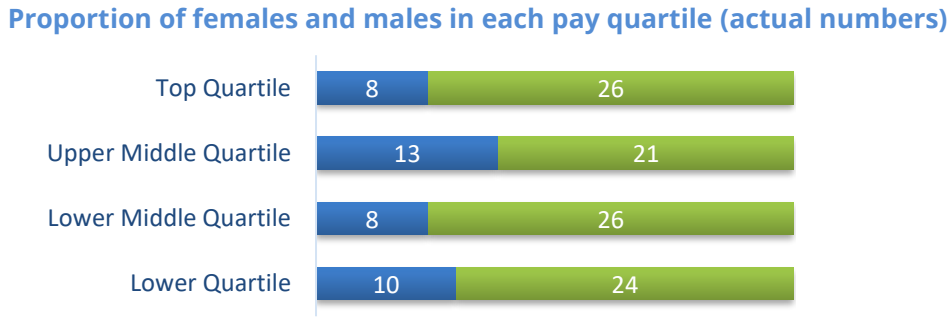
Our 2026 calculations show our mean and median hourly rates as:

– Mean, €23.64 per hour for men and €19.01 per hour for women
– Median, €19.09 per hour for men and €17.95 per hour for women





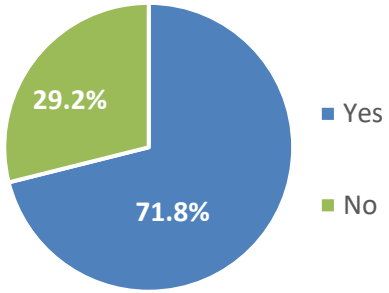




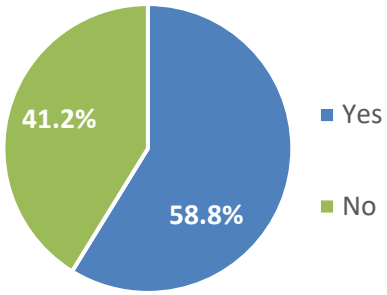
Benefits in Kind

85 Colleagues receive a benefit in kind, 57 females and 28 males. These are HSF and Laya, both healthcare benefits. A higher population of the male workforce are receiving a benefit in kind at 71.8%

Male Population received Benefit in Kind



Female Population received Benefit in Kind



Results

Women represent over two thirds of the workforce and are well represented in all levels and quartiles of the business. However there is more representation in the lower quartile than there is across the business which leads to our gender pay gap.

5. Addressing our Gender Pay Gap

Seetec Ireland is committed to reducing its gender pay gap and ensuring that colleagues have fair access to pay, development and career progression. Our approach focuses on understanding the factors contributing to the gap and addressing barriers that may affect colleagues' opportunities to progress.

Our pay structure: We use defined salary ranges and performance criteria to support consistent decisions about pay and progression. We also compare salaries with relevant market rates to inform our approach to remuneration.

Commitment: We will continue to review our pay structures and the application of pay and progression criteria to identify and address any unjustified differences. This will support fair, transparent and consistent decision-making across Seetec Ireland.

.....

Employee Voice: Colleague feedback helps us understand employees' experiences and identify opportunities to improve fairness and inclusion.

Commitment: We will share our gender pay gap findings with colleagues and employee representatives, inviting feedback on the actions we can take. We will review employee engagement survey results by gender, where confidentiality can be maintained, to identify concerns relating to pay, development and career progression.

.....

EDI training: We provide learning opportunities to help colleagues and managers understand equality, diversity and inclusion and apply these principles in their work.

Commitment: We will continue to provide training on unconscious bias and inclusive management practices, supporting objective decisions about recruitment, performance, development and promotion. We will monitor completion and consider how learning is applied in practice.

.....

Recruitment: We are committed to fair and transparent recruitment, with appointments based on the skills, experience and abilities required for each role.

Commitment: We will review recruitment practices, advertising channels and selection criteria to identify potential barriers to attracting a diverse range of applicants. We will also review access to internal vacancies, development and promotion opportunities, with particular attention to women's progression into higher-paid and senior roles.

.....

Flexible Working and Family Support: We recognise that working arrangements and caring responsibilities can influence career opportunities.

Our commitment: We will review how flexible working and family-related policies support colleagues in Ireland. We will seek to ensure that colleagues working flexibly, part-time or returning from leave have fair access to training, development and progression.

.....

Monitoring Progress and Accountability: Understanding our workforce data is essential to assessing the effectiveness of our actions.

Our commitment: We will review gender representation across job levels and pay quartiles, alongside recruitment, promotion, development and retention data. We will assign responsibility and timescales to agreed actions, review progress with senior management and use our annual gender pay gap reporting to explain progress and identify further priorities.

.....

Employee Wellbeing and Inclusion

We aim to provide a supportive working environment in which all colleagues can develop and sustain their careers.

Our commitment: We will continue to review our wellbeing support and inclusion initiatives to ensure they meet the needs of colleagues in Ireland and help address barriers to participation and progression.