



# 2024 Gender Pay Gap Report

### **Context:**

We are pleased to present the GAA's first Gender Pay Gap Report, which covers the 2024 reporting period. In line with the GAA's values we embrace people of all backgrounds and are working towards a 'One GAA for All'. We are focused on embedding a culture that supports diversity and inclusion at the heart of our Association and its activities.

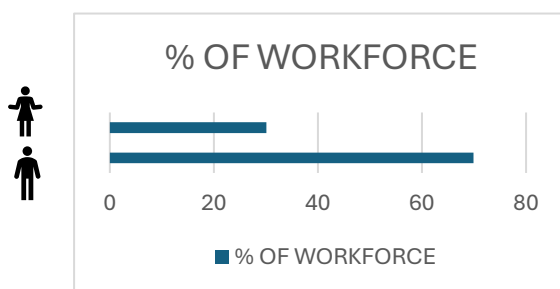
The Gender Pay Gap Report details the difference in the average pay between males and females employed centrally across all roles within the Association. The GAA prides itself on providing fair and equal pay to all employees for the work they undertake, and regular reviews are conducted to ensure salaries remain as such.

The Gender Pay Gap is not the same as equal pay, and legislation provides for equal pay for like work. All employees in the GAA are paid equally for work that is the same or of equal value.

There is a Gender Pay Gap due to the distribution of males and females within the workforce. As we look forward, we are committed to continuing to create 'One GAA for All' and reducing the current gap.

### **Our Gender Pay Gap:**

#### **Headcount**



The majority of the workforce is male at 69.91%, with females holding 30.09% of roles. The balance of male vs female representation has led to the gender pay gap. This stems from the nature of the Association's core activity, which is the organisation and promotion of male sport primarily. Naturally, this focus leads to an imbalance in female representation as players and former players become involved in the Association and through their first-hand experience and knowledge can be attracted to vacant roles.

This imbalance is common amongst sporting organisations, with a recent report from Sport Ireland indicating females represented 30% of the workforce in various roles within the sports sector.

## Mean & Median Hourly Rate



Gender Pay Gap Terms Explained:

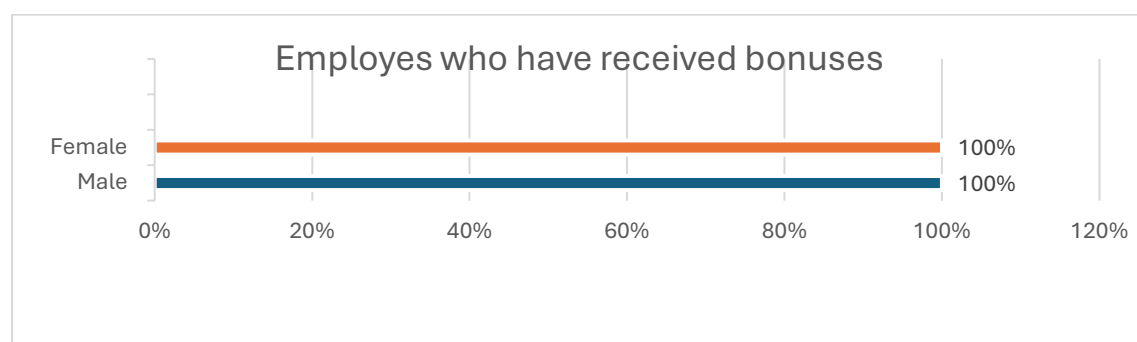
-“Mean” Refers to the average

-“Median” is the value in the middle of the data set

Our mean gender pay gap is 9.60% in favour of male employees. This means the average hourly pay for females is 9.60% less. The median gender pay gap is 3.8% in favour of female employees, meaning for every €1 a female gets a male gets 96.2 cent. 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 however useful to look at both the mean and the median, as each can tell us something different about the factors affecting the pay gap.

## Bonus Pay



100% of both male and female employees who are eligible for bonuses have received them.

## Difference of % of bonus male vs female

Difference in Mean Bonus Male to Female

40.20%

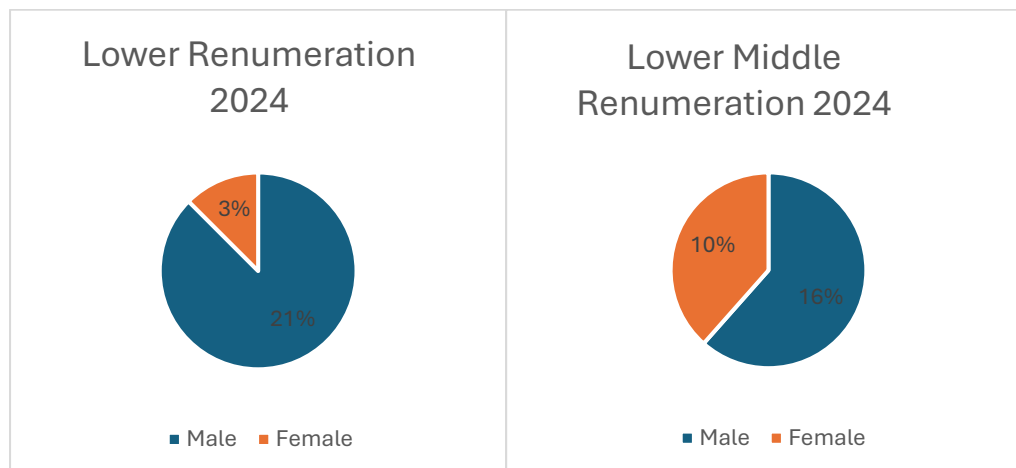
Difference in Median Bonus Male to Female

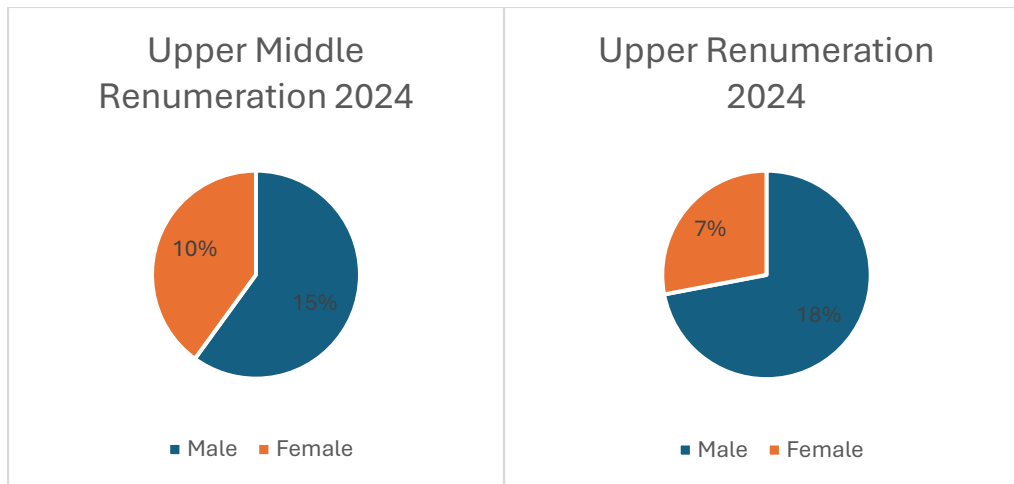
29.90%

Our mean bonus gap is 40.20% in favour of male employees. The median bonus gap is 29.90% in favour of male employees. The male cohort equates to 65.70% of the top two quartiles of income with pay at a higher level. Bonuses are paid as a percentage of salary but measures within the bonus pay gap are measured in money.

### Pay Quartile

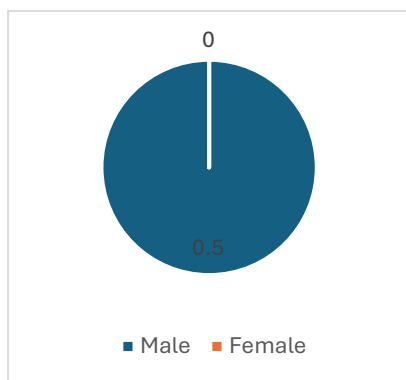
Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands. We show the proportion of male and female employees in each quartile as a percentage. As an example, we show the percentage of male employees (21%) in the lower quartile and percentage of female employees (3%) in this quartile.





Our data shows a higher number of males in the upper and lower quartile, with the majority of females sitting in the lower middle and upper middle quartile.

### **Benefit in Kind**



Our data shows 0.5% of males eligible for benefit in kind, where 0% of females are eligible.

### **Conclusion**

The GAA continues to strive towards integrating all 3 Associations (GAA, Camogie & LGFA) into 'One GAA for All'. This will incorporate the female Associations and should assist with increasing female representation within the workforce which in turn should reduce current pay gaps.

Whilst the GAA is satisfied with our current recruitment practices, the Association will continue to work to ensure that there is female representation on all recruitment and selection panels.

The GAA operates a transparent recruitment and selection process to ensure there is no bias during the recruitment process. Salaries for each role are approved before any role is advertised to remove any possibility of bias. Job descriptions are screened for

inclusive language to appeal to all people of all backgrounds. Interview panels are appointed who then screen all applications based on defined criteria for each role. Interviews are conducted in a formal manner and are assessed against defined competency criteria. Scores are finalised by the panel, and this process confirms the successful candidate.

The GAA as an organisation is focused and committed to closing the gender pay gap and there are a number of actions that both leaders and employees can take. The Association offers hybrid working solutions and leave options to promote work-life balance and family-friendly work practices.

The GAA will continue to embrace and promote diversity and inclusion and pay equality within the workplace by driving different initiatives.