

PwC 2019 Gender Pay Gap Report

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Introduction

At PwC we are committed to creating an inclusive workplace culture where everyone can reach their full potential. We voluntarily published our gender pay gap data in March 2019 and communicated this openly with our people ahead of any legislative requirement to do so. Being transparent about our numbers and the journey we are on is core to our values. In time, it is likely that all organisations will be mandated to report their gender pay gap under new legislation.



Feargal O'Rourke,
Managing Partner

“We are a purpose driven and values led firm. We have undertaken this gender pay gap analysis and reporting, communicating it ahead of any legislative requirement as we believe it is the right thing to do for our people and the firm. It strongly aligns to our inclusive culture and our values and was a natural next step for us on our Diversity and Inclusion Journey. Addressing the insights from this analysis through our action plan, we are confident that we can close the Gender Pay Gap over time”

Legislation in Ireland

In Ireland, the government plans to introduce legislation for mandatory gender pay gap reporting for business. This will oblige businesses to publish statutory calculations each year showing the extent of the pay gap between what women earn as a group and what men earn as a group. Gender pay reporting emerged as a policy issue in both the Programme for Partnership Government and the National Strategy for Women and Girls 2017-2020 (NSWG), which proposed it as part of the solution to Ireland's labour market gender gap.

While significant progress has been made, the legislation is still at draft stage with no confirmed methodology or commencement date. It is expected that no further detail will be available on progress in this area until late 2019.

Our Gender Data Analysis

5.7%

The overall
gender pay gap

11.8%

The overall
gender bonus gap

Our analysis shows that we have an overall gender pay gap of 5.7% and an overall bonus gap of 11.8% and that it is largely driven by the fact that there are more men in senior roles within the business. While we have strong female representation at 54% firm wide, this reduces somewhat at very senior levels and this is reflected in our gender pay gap. When we adjust for the representation at each level in the firm the pay gap reduces to 1.6% and the bonus pay gap reduces to 3.3%, this is known as the non-demographic pay gap.

We are confident that men and women are paid equally for doing equivalent jobs across our business and that equal pay is not a contributing factor to our gender pay gap. Our focus will be on improving representation at the very senior levels in the firm through our action plan and we will report progress to our people on this annually.

Data used for this analysis as at 1 July 2018 including employees only

PwC Action Plan

Senior Leadership Commitment

Our leadership team are committed to pay parity for our people and ensuring that insights from the Gender Pay Gap analysis are addressed over time through the execution of our action plan



Gender focus on all recruitment related activity

We are making sure that our recruitment processes, from graduate hires to experienced hires, are open and attractive to all.



Learning and Development

We will continue to develop our Talent and ensure we have a gender balanced and inclusive mix of talent, attending development programmes and getting access to roles that support their career development



Allocation of work

We will focus attention on providing equal opportunities for career enhancing roles and review the gender balance on career defining engagements



Focus on Appraisal and Reward

We will continue to apply a diversity lens to our appraisal and reward process ensuring those involved in this process have the opportunity to avail of unconscious bias training and reviewing best practice in relation to the approach to those on maternity, new parent and parental leave.