



# MCI Manorhamilton

## Gender Pay Gap Report

2023 - 2024



# Gender Pay Gap

## What is Gender Pay Gap?

Gender pay gap is the difference in the average hourly salary of women and men across an organisation, based on average gross hourly earnings of all paid employees.

The gender pay gap does not consider men and women doing the same job, or with the same experience or working pattern.

## What is the difference between unequal pay and the gender pay gap?

There is an important distinction between unequal pay and the gender pay gap. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation. The gender pay gap is different, it does not indicate or identify discrimination or bias or even an absence of equal pay for equal value work.

## Is a gender pay gap a sign of pay discrimination?

Gender pay gap reporting has no way of determining whether men and women are being paid less for the same work or subject to bias or discrimination. Instead, it typically indicates that men and women are not equally represented at the different levels of an organisation.

❖ This report and data has been published in accordance with The Gender Pay Gap Information Act 2021

❖ The data provided in this report relates to the period **16<sup>th</sup> June 2023 to 17<sup>th</sup> June 2024**

**What is the gender pay gap?**

The **gender pay gap** refers to the difference between what is **earned on average by women and men** based on **average gross hourly earnings of all paid employees** – not just men and women doing the same job, or with the same experience or working pattern.

**Is a gender pay gap a sign of pay discrimination?**

Paying women less than men for the same job, purely on account of their gender, is **illegal and is outlawed by equality legislation**.

The infographic consists of two green panels. The top panel, titled 'What is the gender pay gap?', features a grid of 24 stylized human icons representing a diverse workforce. To the left of the icons, text explains that the gender pay gap is based on the average earnings of all employees, not just those in the same job or with the same experience. The bottom panel, titled 'Is a gender pay gap a sign of pay discrimination?', shows a male icon on the left with four Euro symbols (€) stacked vertically above his head, and a female icon on the right with only one Euro symbol above her head. A large greater-than sign (>) is placed between them, indicating that men are paid more. Text to the right states that paying women less than men for the same job is illegal.

# Gender Pay Gap 2024 – MCI Manorhamilton Data

Male v Female Split in Workforce (%)	
Male	77%
Female	23%

Pay Quartiles (Male v Female split per Quartile)		
Quartile (Upper)	Male	90%
	Female	10%
Quartile (Upper Middle)	Male	84%
	Female	16%
Quartile (Lower Middle)	Male	69%
	Female	31%
Quartile (Lower)	Male	79%
	Female	21%

Gender Pay Gap in Hourly Pay – All Employees		
Mean	18%	On average the gross hourly earnings of males is 18% higher than that of females
Median	4%	Considering all pay rates, there is a 4% gap between the median pay for females compared to males

Gender Pay Gap in Bonus Pay	
Mean	67%
Median	-6% (females receive a higher median average bonus compared to males)

Proportion of Employees Receiving Bonuses	
Male	95%
Female	94%

Proportion of Employees Receiving Benefits in Kind	
Male	50%
Female	63%

# Gender Pay Gap – Summary

## Report Summary:

- The mean average pay gap of 18% is driven by the fact that there are significantly more males than females employed in this Company, particularly in more senior positions, with greater tenure.
- Females account for just 23% of the total workforce in MCI Manorhamilton, resulting in the pay results evident in this report.
- It is a fact that more males than females graduate with science, technology, engineering and maths (STEM) qualifications. As a result, the graduate pool from which companies recruit is not gender balanced, as is evident in the male v female ratio within the MCI Manorhamilton workforce.

## MCI's Commitment to addressing the Gender Pay Gap:

- MCI and Flex look positively towards diversity and inclusion, and aim to address the gender balance in as many ways as possible going forward, although this can be a challenge for reasons outlined above.
- The Flex HR Analytics team has supported the development of diversity scorecards which provide the company as a whole with meaningful data to help understand talent movement within our organisation.
- Flex now provides opportunity to fortify our pipeline of talent through leadership development programs, such as **SheLeads**, **EmpowHER** and **StrongHer**.
- Flex Talent Management and HR Information System teams have:
  - Launched a blind hiring feature in the global HR system to remove unconscious bias from the candidate selection process for all senior roles
  - Established a policy to create interview panels with at least one diverse interviewer for all senior roles
  - Provide training to mitigate bias in the talent review process for HR and people managers

***MCI is committed to achieving better gender equity in our Company***



