



Gender Pay Gap Report 2024

Data extracted from data set from 10th June 2024

Pay Analysis

Gender	Number of Employees	Mean Hourly Rate (€)	Median Hourly Rate (€)	Average Hourly Rate (€)
Female	94	€17.49	€17.34	€17.58
Male	83	€17.32	€17.34	€17.48

Key Findings:

- **Mean Hourly Pay:** Female employees have a slightly higher mean hourly rate (€17.49) compared to male employees (€17.32).
- **Median Hourly Pay:** Both genders have an identical median hourly rate of €17.34.
- **Average Hourly Pay:** Female employees have a slightly higher average hourly pay (€17.58) than male employees (€17.48).

Contract Type Distribution

Percentage of Contracts:

Contract Type	Gender	Number of Employees	Percentage (%)
Full-time	Female	78	83.0%
	Male	75	90.4%
Part-time	Female	16	17.0%
	Male	8	9.6%
Temporary	Female	88	93.6%
	Male	77	92.8%
Permanent	Female	6	6.4%
	Male	6	7.2%



Key Findings:

Full-time Contracts: 90.4% of male employees are in full-time contracts, slightly higher than the 83.0% of female employees.

Part-time Contracts: A higher percentage of female employees (17.0%) work part-time compared to male employees (9.6%).

Temporary Contracts: Both male and female employees predominantly hold temporary contracts, with 93.6% of female employees and 92.8% of male employees in temporary roles.

Permanent Contracts: The distribution of permanent contracts is low for both genders, with 6.4% of female employees and 7.2% of male employees in permanent roles.

Pay Band Distribution

Pay Band (€)	Female Employees (%)	Male Employees (%)
< €15.90	13.8%	15.6%
€15.90 - €17.34	40.4%	31.3%
€17.35 - €19.57	25.5%	33.7%
> €19.57	20.2%	19.3%

Key Findings:

- **Lowest Pay Band (< €15.90):** A slightly higher percentage of male employees (15.6%) are in the lowest pay band compared to female employees (13.8%).
- **Mid-Pay Bands (€15.90 - €17.34, €17.35 - €19.57):** Female employees are more concentrated in the second pay band (40.4%), while more male employees are in the third pay band (33.7%).
- **Highest Pay Band (> €19.57):** Both male and female employees have a fairly equal distribution in the highest pay band (around 20%).

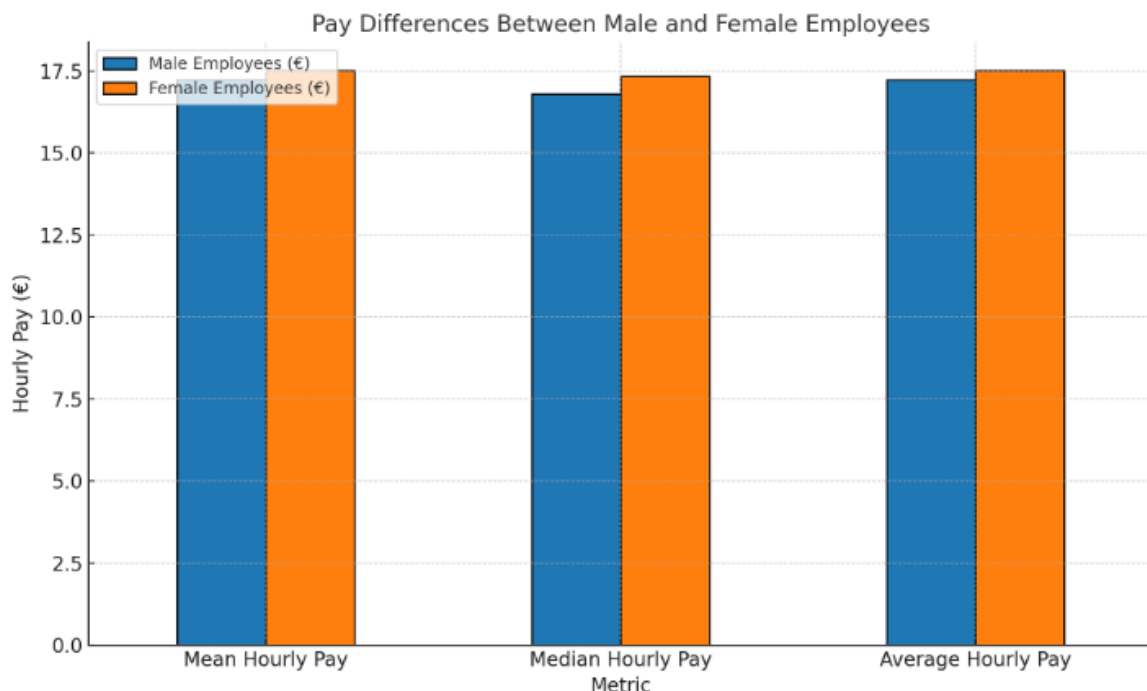
Summary of Findings

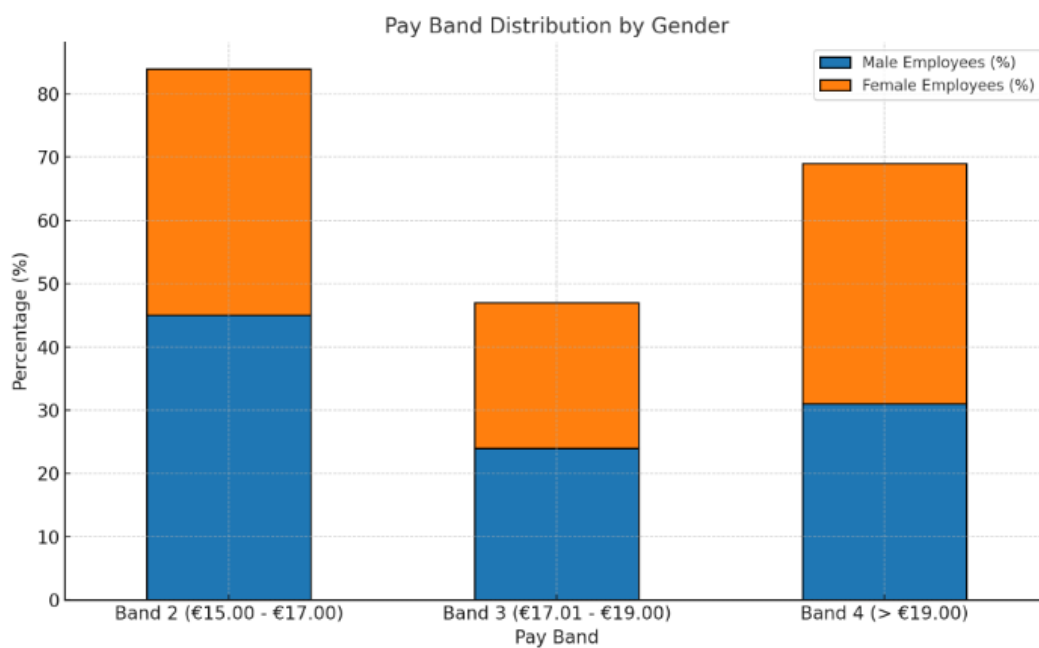
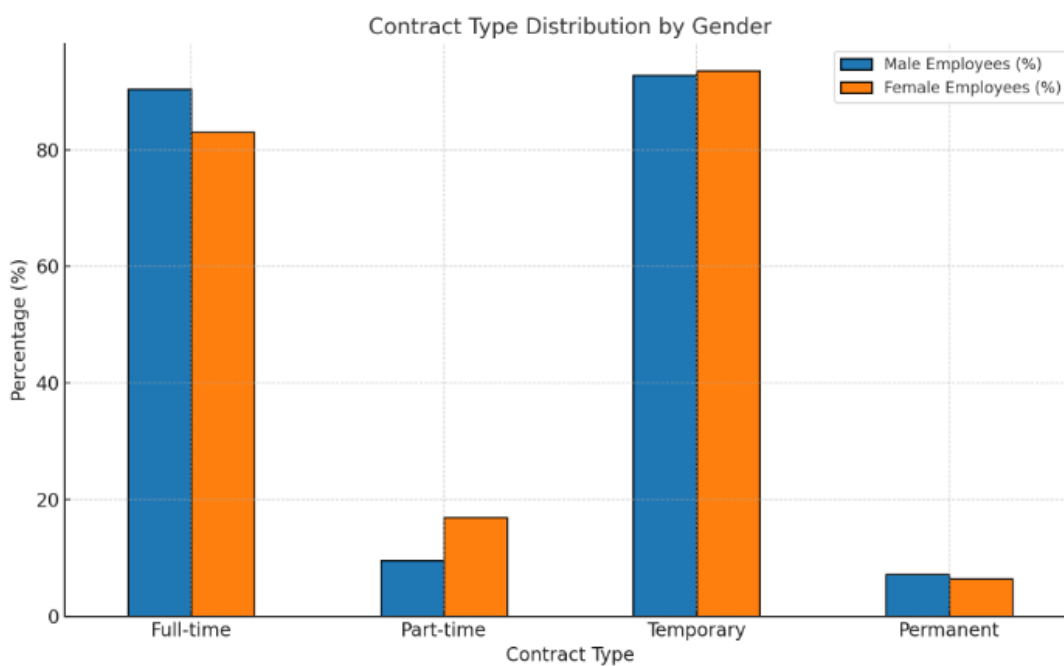
Overall Pay: Female employees have a slightly higher mean and average hourly pay rate than male employees, but the difference is minimal.

Contract Type: More female employees work part-time compared to males, where part-time male employees earn more on average.

Pay Bands: The distribution of employees across pay bands shows a balanced representation, though more male employees are in the higher mid-pay band, while females dominate the lower mid-pay band. The highest pay band sees similar representation for both genders.

Pay Parity: The Agency Workers Act has positively influenced gender pay parity, as evidenced by the nearly equal pay rates between male and female employees. 3Q's set pay scales ensure that compensation is determined by the role rather than by the individual, promoting gender equality in earnings across all positions.





Benefit in Kind & Bonuses Distribution

This analysis covers office-based staff at 3Q Recruitment in specific roles eligible for Benefits-in-Kind (BIK) and bonuses. The roles considered include payroll clerk, talent acquisitions, senior temp controller, business development manager, team leader, and administrator. This breakdown focuses on the eligibility for these benefits among employees.

Key Points:

- BIK Eligibility: All office-based staff considered (100% of both male and female employees) are eligible for BIK, demonstrating a commitment to equitable benefits across genders in these roles.
- Bonus Eligibility: A higher percentage of female employees (66.67%) are eligible for bonuses compared to male employees (33.33%). This is due to the position held such as senior temp controller and team leader positions.

