

# Gender Pay Gap Report 2022



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From June 2022, organisations with over 250 colleagues are required to report on their hourly gender pay gap across a range of metrics. The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience. The gender pay gap is more than pay; it is about representation of men and women throughout the organisation.

Our gender pay gap statistics are based on every colleague who worked for M Kelliher 1998 Ltd and received payment for hours worked from 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022. Colleagues who were on unpaid leave or unpaid long term sick leave were excluded from the calculations.

## The Gender Pay Gap Reporting requirements are:

- The mean and median pay gap in hourly pay between all male and female colleagues;
- The mean and median pay gap in hourly pay between part-time male and female colleagues;
- The mean and median pay gap in hourly pay between temporary male and female colleagues;
- The mean and median bonus pay gap between male and female colleagues;
- The percentage of male and female colleagues who received bonus pay;
- The percentage of male and female colleagues who received benefit in kind and
- The percentage of male and female colleagues in each of four pay band quartiles.

## For more clarity on the reporting requirements, the main indicators are defined below:

- **Ordinary pay** includes salary, allowances, overtime, pay for piecework, shift premium pay, sick leave pay, salary top-ups during statutory leave, pay for gardening leave and bonus pay, where it applies. Expenses are not included.
- **Hours Worked** represent the total recorded hours worked during the reporting period (overtime included). Hours for which colleagues did not receive payments were excluded.
- **Hourly rate** of each colleague was calculated by dividing their total Ordinary Pay by their total Hours Worked.

## Mean Hourly Remuneration

**Mean (average) hourly rate** was calculated by summing up the hourly rates for all males and females respectively and dividing this figure by the number of people in that gender grouping.

The **mean gender pay gap** is the difference between women's average hourly wage and men's average hourly wage.

	All colleagues	Part time colleagues	Temporary colleagues
<b>Males</b>	€23.02	€19.8	€18.70
<b>Females</b>	€21.06	€16.4	€14.40
<b>Variance</b>	€1.96	€3.40	€4.30
<b>Pay Gap</b>	8.5%	17.2%	23%

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## Median Hourly Remuneration

The **median hourly rate** is calculated by ranking all colleagues from the highest paid to the lowest paid and taking the hourly wage of the person in the middle for both gender groups.

The **median gender pay gap** is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).

	All colleagues	Part time colleagues	Temporary colleagues
<b>Males</b>	€20.40	€18.49	€19.85
<b>Females</b>	€18.46	€15.79	€12.91
<b>Variance</b>	€1.94	€2.70	€6.94
<b>Pay Gap</b>	<b>9.5%</b>	<b>14.6%</b>	<b>35%</b>

The reason for 35% pay gap for colleagues in temporary roles is that 62.5% of our temporary roles are male and 37.5% are female. There are also large variations in the type of work and responsibility levels within our temporary workforce.

## Why do we have a gender pay gap?

Our industry is primarily male dominated. We are working hard to increase female participation in the industry. On 30<sup>th</sup> June 2022, the proportion of females vs males working for M Kelliher 1998 Ltd was 19% and 81% respectively.

The gender pay gap is also explained by the number of females in management roles. As of 30<sup>th</sup> June 2022, the Management team comprised of 17% females and 83% males.

Significant changes took place within the senior leadership team where prior February 2020, there was zero female participation. Since then, the participation rate has increased to 37%.

## Bonus (€)

	Mean	Median
<b>Males</b>	4,161	2,513
<b>Females</b>	2,666	2,155
<b>Variance</b>	1,495	358
<b>Pay gap</b>	<b>35.9%</b>	<b>14.2%</b>

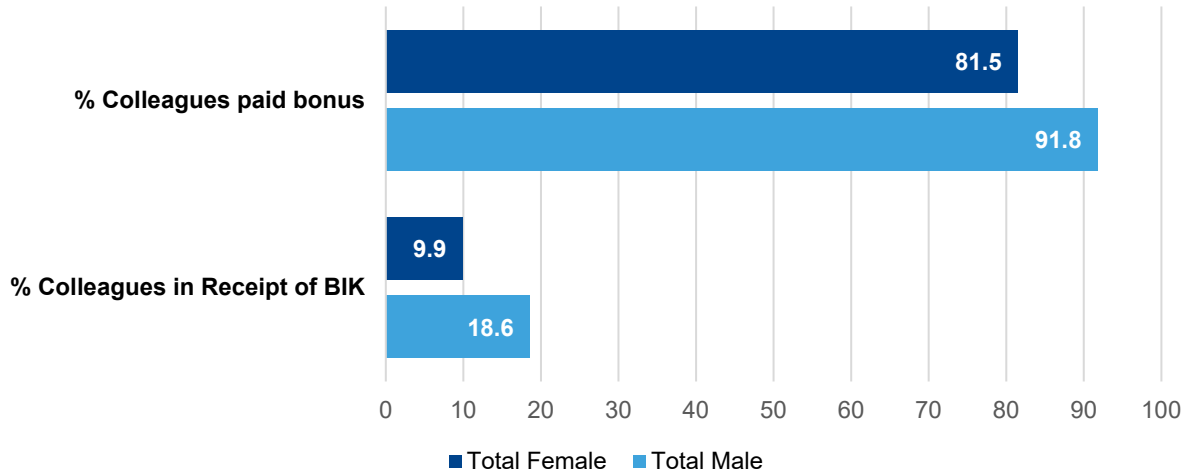
## Why do we have a gender bonus gap?

As we address diversity within our Organisation, we are placing a strong emphasis on the number of females working for M. Kelliher 1998 Ltd. As we increase the number of females being recruited, many joined the business after bonus payments had been made and hence the slight variance in the bonus participation rates. This also accounts for the variances as those with longer service accrue full bonus potential rather than those receiving a pro rata payment as they commenced throughout the year.

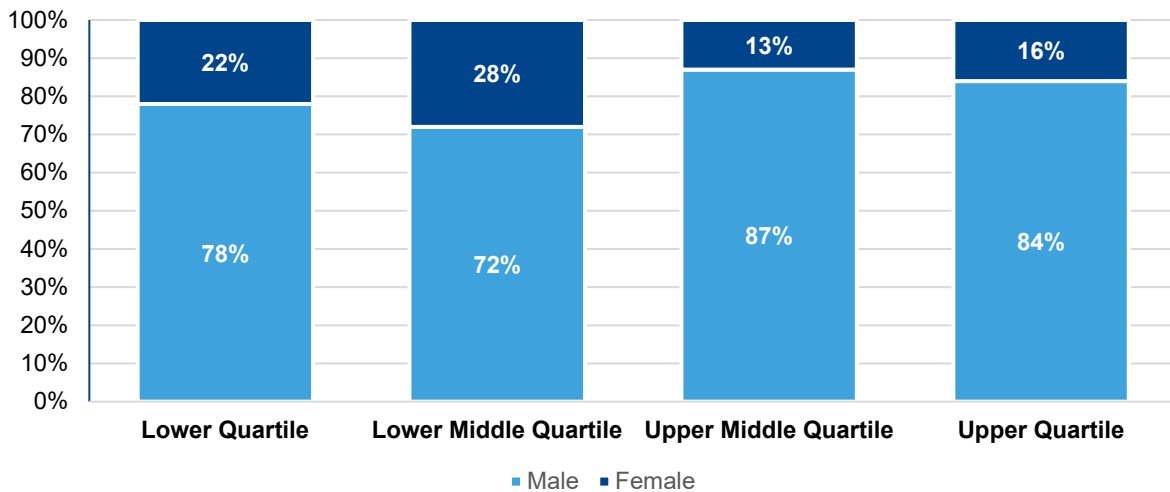
All colleagues have the potential to earn a "new account bonus". This is primarily earned by those working in sales, the majority of whom are male. This would be another reason for the variance in the amount of bonus paid.

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## Bonus Paid (%)



## Hourly Remuneration



## Where we are succeeding:

- Our Senior Leadership Team is made up of 37% females.
- During the reporting period, 24% of new recruits were female versus 17% for the same period two years previous.
- The gender pay gap of M. Kellihers 1998 Ltd. is significantly better than the Irish norm of 11.3% (Ibec 2022).
- Internally, we are providing training and flexibility to support and encourage a higher participation of females at management level.
- All colleagues are offered flexible working arrangements including part time hours.
- In the electrical wholesale side of the business, we created a recruitment video to showcase the benefits of working with us with a strong emphasis on attracting females into the industry.

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## What we could do better:

- Achieve a better gender balance at all levels of management and provide training programmes for all colleagues to help facilitate progression to senior roles.
- Increase the overall workforce gender balance which was 81% male and 19% female during the reporting period.
- Put in place a companywide action plan to create an inclusive working environment for everyone.

**Although our gender pay gap is below the average of 11.3% in Ireland, we know that there is more to do.**

We are working on our culture. As we embrace more modern ways of working and introduce automation, our workforce will change with us which will see a more gender balance across all roles. We conduct surveys to listen to the opinions of our colleagues and make recommendations and actions based on this feedback.

Our people are the most valuable assets, and the main goal is to continue building a culture where both males and females thrive and embrace the new opportunities.

## For 2023, we aim to implement the following actions:

### During the recruitment process:

- Maintain a strong focus on sourcing more females for our roles at all levels.
- For managerial roles, aim for a gender balanced candidate pool.

### Encourage personal development and support ambition by:

- Encouraging all colleagues to apply for promotions, women in particular.
- Providing support and encouraging colleagues to progress into management roles.
- Maintaining our strategy to promote from within where possible.
- Showcasing role models within our Company to inspire others.

Going forward, M Kelliher 1998 Ltd. aims to lower the current gender pay gap. Despite multiple potential challenges, we commit to invest time and resources to address the issues driving the gap.