Reed

2026 gender pay gap report



Reed Specialist Recruitment Ireland Ltd

Foreword



Ian Nicholas,
Global Managing Director

Reed is the world's largest family-run recruitment company, and our values are at the core of everything we do. We are fair, open, and honest, we take ownership and we work together.

Every year, these values drive our co-members to help thousands of people into temporary, permanent and contract job roles, playing a key part in the Republic of Ireland job market and wider economy.

In this report, we outline the gender pay gap for Reed Specialist Recruitment Ireland Ltd, which employs both our permanent employees (co-members) as well as temporary workers we payroll on behalf of our clients. Although we are required to report on the gender pay gap within Reed Specialist Recruitment Ireland Ltd, we do not have control over the rate of pay or bonuses for temporary workers, which is set by our clients.

I can confirm that the results declared in this report are accurate as at the snapshot date of 12th June 2026. They have been calculated according to the requirements of the Gender Pay Gap Information Act 2021.

Ian Nicholas,
Global Managing Director

What is the gender pay gap...

The Gender Pay Gap Information Act 2021 requires employers in Ireland with 50 or more employees to publish calculations annually showing the pay gap between their employees who identify as men and women, using a snapshot date in June.



Gender pay is different to equal pay

The gender pay gap is the percentage difference between men's and women's average hourly earnings across the whole organisation.

Equal pay measures whether men and women are paid the same for doing the same job.

Mean

The mean gender pay gap is the difference between the average hourly rate of pay for women compared with men. It is determined by adding up all the hourly pay rates for each gender, and dividing the total by the number of co-members in that gender.

Median

The median gender pay gap is determined by ranking the hourly rates of pay for men and women from lowest to highest. You then take the middle number for both ranges, and calculate the difference.

2026 Ireland gender pay data & insights

Proportion of men and women in each pay quartile

Quartile	Women	Men
Lower	50.0%	50.0%
Lower middle	80.0%	20.0%
Upper middle	57.9%	42.1%
Upper	65.0%	35.0%

Hourly and bonus pay gap

Mean gender pay gap	-10.4%
Median gender pay gap	11.8%
Mean gender bonus gap	22.4%
Median gender bonus gap	28.9%

Part-time and temporary worker pay gap

Part-time mean gender pay gap	-13.1%
Part-time median gender pay gap	-20.8%
Temporary worker mean gender pay gap	-28.3%
Temporary worker median gender pay gap	0.5%

Bonus pay distribution



4% of women were paid a bonus



13.8% of men were paid a bonus

Narrative: As a recruitment company, our gender pay gap calculations include both our co-members who work for Reed Specialist Recruitment Ireland Ltd and temporary workers who we employ and pay on behalf of our clients. We do not set the rate of pay for our temporary workers, who make up 62.03% of the headcount requiring us to report our gender pay gap. For our co-members, we operate fair and transparent pay frameworks which are aligned to the role, rather than any other determining factor.