

Reed
...

2025

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 6th June 2025. They have been calculated according to the requirements of the Gender Pay Gap Information Act 2021.

A handwritten signature in black ink that reads "Ian Nicholas".

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.

2025 Ireland gender pay data & insights

Proportion of men and women in each pay quartile

Quartile	Women	Men
Lower	42.9%	57.1%
Lower middle	20.0%	80.0%
Upper middle	42.9%	57.1%
Upper	42.9%	57.1%

Hourly and bonus pay gap

Mean gender pay gap	7.0%
Median gender pay gap	14.4%
Mean gender bonus gap	15.0%
Median gender bonus gap	-55.9%

Part-time and temporary worker pay gap

Part-time mean gender pay gap	6.9%
Part-time median gender pay gap	5.7%
Temporary worker mean gender pay gap	11.1%
Temporary worker median gender pay gap	-13.9%

Bonus pay distribution



5.6%

of women were paid a bonus



19.0%

of men were paid a bonus

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 47.4% 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.