



Barclays Ireland

Gender Pay Gaps 2022



Understanding the gender pay gap

Gender pay gap legislation was introduced in Ireland to encourage employers to make greater progress in addressing the imbalance of earnings between men and women over the span of their careers. Similar legislation also exists in a number of other countries.

What is the gender pay gap?

The gender pay gap measures the difference between the average male pay and the average female pay as a percentage of the male pay. For example, average male pay of €100 per hour and average female pay of €85 per hour would indicate a gender pay gap of 15%. The calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority.

The gender pay gap therefore reflects the distribution and relative proportions of men and women across the organisation.

The examples to the right illustrate how gender pay gaps can occur, despite men and women being paid equally for the same or similar roles.

In Example 1, there are more men than women in role A, earning €100 per hour, and there are more women than men in role B, which is lower paid. As a result, there is a gender pay gap of 31.2%.

In Example 2, although there is an equal number of men and women in role A, earning €100 per hour, there are more women than men in role B, earning €30 per hour. As a result, there is a gender pay gap of 17.0%.

What is our Equal Pay Commitment?

The gender pay gap is not the same as equal pay. Our Equal Pay Commitment is global. It stipulates that our employees must be rewarded fairly, with regards to their specific role, seniority, responsibilities, skills and experience and factors which properly affect pay, and decisions must not take into account any protected characteristics.

Gender

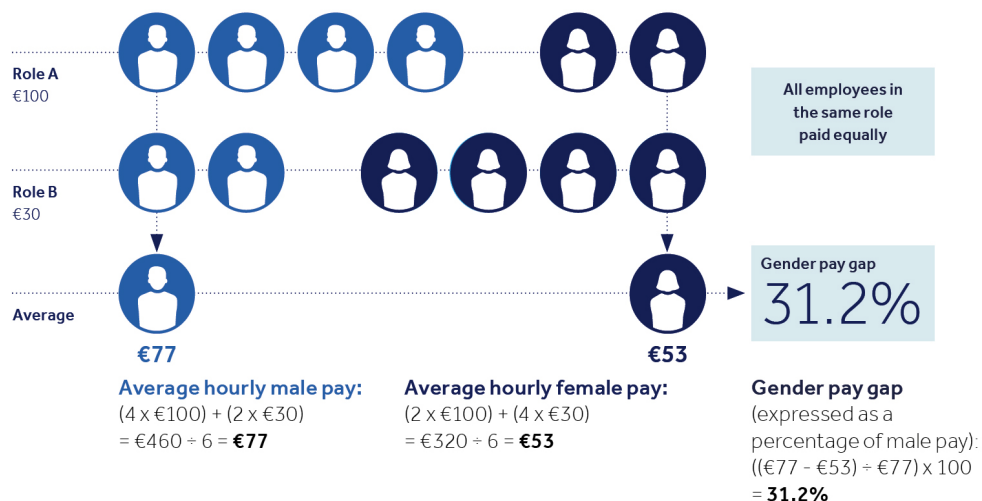
We recognise that not all colleagues identify as male or female and we take our responsibility towards our non-binary and gender-fluid colleagues very seriously. Whilst the pay gap calculations include data based on gender categories male and female, we actively support our colleagues of all gender identities through our Diversity Equity and Inclusion strategy and Spectrum, the Barclays LGBT+ Employee Resource Group.

Gender pay gap reporting requirements

The gender pay gap reporting requirements in Ireland came into effect on 31 May 2022, as an amendment to the Employment Equality Act 1998, requiring organisations with 250 or more employees annually to publish prescribed statistics relating to Ireland employee pay by gender, using data from June of that year (Barclays selected 30 June as the relevant date for 2022). Publication is required within 6 months of the selected date, so by 30 December 2022.

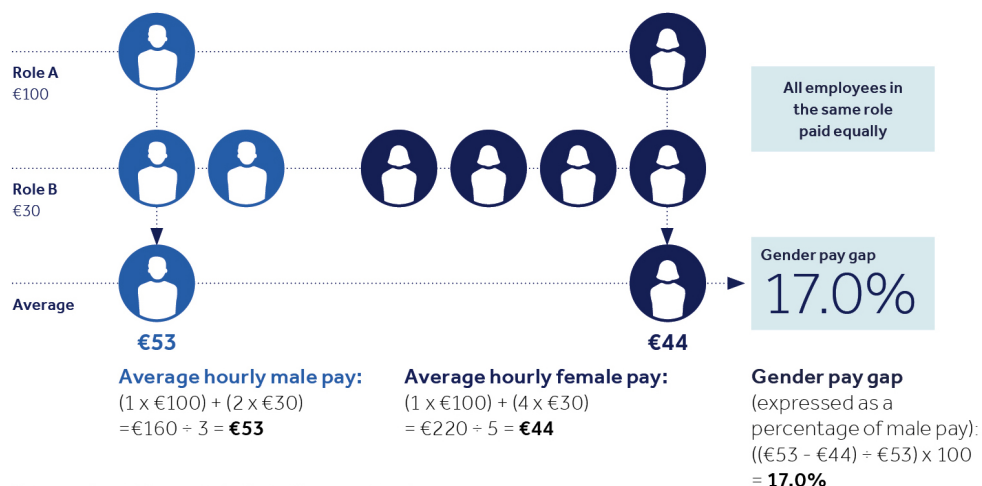
Example 1

Greater proportion of men in highly paid roles, more women than men in lower paid roles



Example 2

Equal number of men and women in highly paid roles, more women than men in lower paid roles



The examples and figures are for illustrative purposes only.

2022 Barclays Ireland gender pay gaps

Gender pay gaps

Hourly Pay		Bonus Pay	
Mean	Median	Mean	Median
33.9%	19.9%	61.7%	33.3%

Population: These gender pay gaps relate to Ireland-payroll employees of Barclays Bank Ireland PLC, as this is the only Barclays entity in Ireland which is subject to the Employment Equality Act 1998 (Section 20A) (Gender Pay Information) Regulations 2022. Other Barclays Group legal entities with employees in Ireland only include a small number of employees in Ireland.

Median pay gaps: The difference between the median pay for male employees and the median for female employees, as a percentage of the male median. Medians are determined by ordering individual rates of pay from lowest to highest and selecting the value for the middle employee.

Mean pay gaps: The difference between the average pay of male employees and the average for female employees, as a percentage of the male average.

What is Barclays Ireland’s 2022 gender pay gaps data showing?

Hourly pay includes payments of fixed pay, certain allowances and bonus awarded over the 12-month reporting period ending on 30 June 2022, divided by the total number of contracted hours for this period.

Bonus pay includes bonus pay for male and female employees awarded over the 12-month reporting period ending on 30 June 2022, excluding any employees who did not receive a bonus (either due to performance or due to not being eligible to be considered for a bonus given their start date).

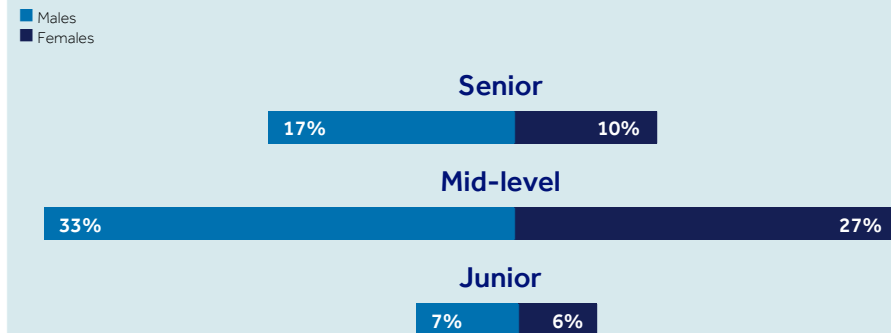
As gender pay gaps are based on averages taken across the whole workforce of the organisation, they do not take in to account factors such as different roles, responsibilities, performance or levels of seniority. The pay gaps above for both hourly pay and bonus pay result largely from the different representation of males and females across seniority levels and types of role.

Pay gaps and representation

The demographics of our population are illustrated in the chart below, which simplifies our corporate grade structure into senior, mid-level and junior roles, and represents the distribution of the workforce at Barclays Ireland at the end of June 2022. The gender pay gap is driven by the higher proportion of men in more senior roles, which tend to be more highly paid.

Demographics of our population

Distribution of the workforce at Barclays Ireland at the end of June 2022

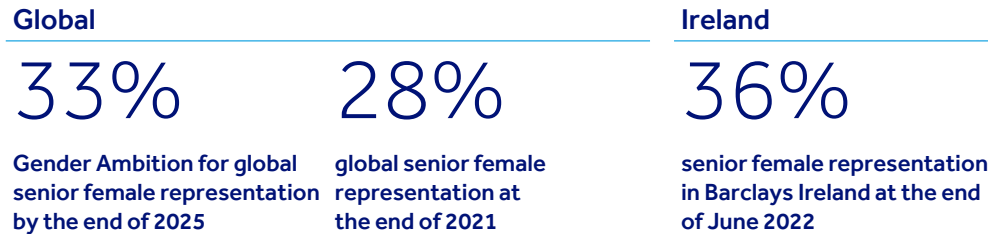


Senior roles refer to Director and Managing Director level roles, Mid-level to Assistant Vice President and Vice President level roles and Junior to Analyst level roles. The chart reflects the Barclays Ireland population and therefore differs from the global figures included in the Barclays Group’s Diversity & Inclusion Report 2021.



Key global actions to increase female representation

Our global actions to close the gender pay gaps are focused on increasing the number of female employees, including at senior levels in our organisation.



Improving the gender balance at all levels in our workforce is a key priority, as we seek better to reflect the balance within society and the communities that we serve, which we believe will have a beneficial impact on the organisation.

In 2021, we achieved our global gender commitment of 28% female representation in senior leadership roles – our Director and Managing Director population – which was set in 2018.

We are continuing to drive change, advocating the gender diversity agenda and building an inclusive culture, and in February 2022 we set a new global Gender Ambition of 33% female representation in senior leadership roles by the end of 2025.

In Barclays Ireland, 36% of the senior leadership roles were occupied by women as at 30 June 2022, which is ahead of our global Gender Ambition.

Nonetheless, we remain focused on increasing female representation in senior leadership roles, particularly across business areas where representation has historically been lower.

Additional information

More information on the actions we are taking to improve representation globally can be found in our Diversity & Inclusion Report 2021 at home.barclays/annualreport.

Our Equal Pay Commitment is set out in the Fair Pay Report 2021 at home.barclays/annualreport.

Updates on our Gender Ambitions and our Fair Pay agenda will be published in February 2023.

[+ For more information go online: home.barclays/annualreport](http://home.barclays/annualreport)

1

Setting ambitions for individual business areas

We have ambitions for gender diversity for each of our business areas, reflecting the differing market environments in which our businesses operate.

2

Reviewing gender diversity dashboards

We continue to invest in data and analytics and have developed a gender diversity dashboard. This includes core metrics for each business area, providing transparency through the three critical levers: Hiring, Promotions and Retention.

3

Monitoring our promotion process and building our internal pipeline

We want to ensure the widest available pool of talent is considered for promotion. We offer mentoring and sponsorship programmes and use ex-officio roles on our senior committees.

4

Actively identifying female talent in the market

We work with our recruitment partners to identify diverse talent for our shortlists, actively identifying external female talent where possible. We make sure this is standard practice across all our relationships with recruitment partners.

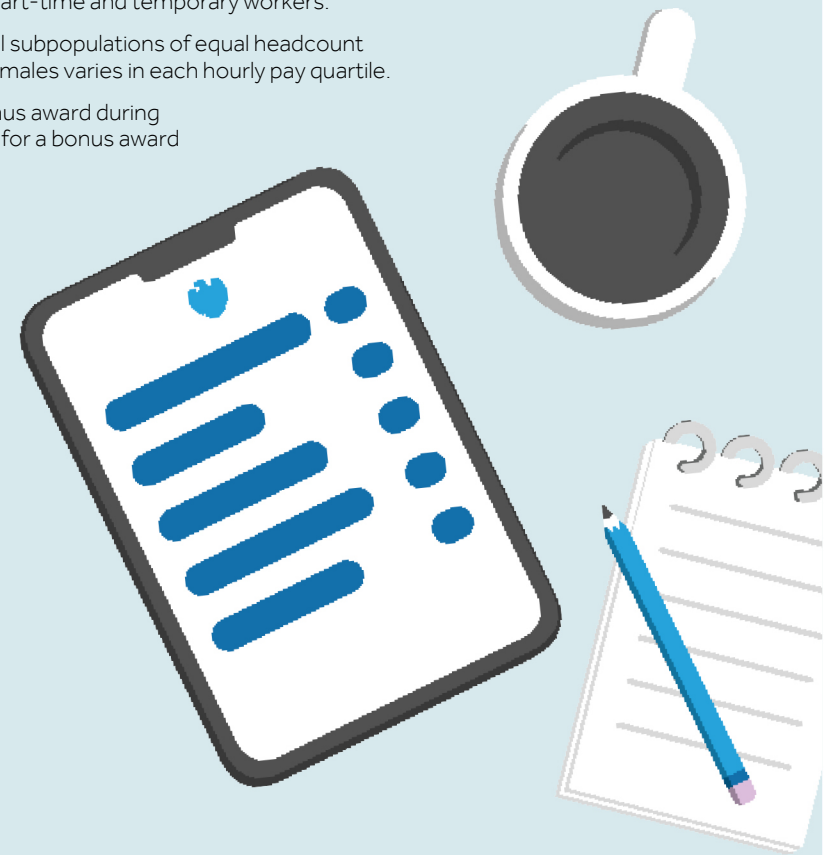
Statutory Barclays Ireland Gender Pay Gaps Disclosures

	Hourly Pay ¹										Bonus Pay ¹			Benefits in kind		
	Mean hourly pay gap	Median hourly pay gap	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile		Mean bonus pay gap	Median bonus pay gap	Proportion receiving bonus		Proportion receiving benefits in kind	
			F	M	F	M	F	M	F	M			F	M		
Barclays Ireland ²	33.9%	19.9%	30%	70%	43%	57%	36%	64%	61%	39%	61.7%	33.3%	88.2%	91.3%	100%	100%

Part-time and temporary workers: all are female. It is therefore not possible to determine separate gender pay gaps for part-time and temporary workers.

Pay quartiles: prepared by ordering the population by hourly pay, from lowest to highest, and then dividing it into four equal subpopulations of equal headcount (lower quartile, lower middle quartile, upper middle quartile and upper quartile) to show how the distribution of males and females varies in each hourly pay quartile.

Proportion receiving bonus: 88.2% of female employees and 91.3% of male employees of Barclays Ireland received a bonus award during the reporting period. The vast majority of employees who did not receive a bonus award were not eligible to be considered for a bonus award as their employment with Barclays started after the cut-off for the annual pay review process.



Notes

- 1 Definitions of hourly pay and bonus pay are included on page 2. In line with the Employment Equality Act 1998 (Section 20A) (Gender Pay Information) Regulations 2022 the above analyses use headcount as at 30 June 2022 and remuneration data for the period from 1 July 2021 to 30 June 2022.
- 2 Results are published for Ireland-payroll employees of the Barclays Bank Ireland PLC entity only, as this is the only entity in Ireland which is subject to the Employment Equality Act 1998 (Section 20A) (Gender Pay Information) Regulations 2022. Other Barclays Group legal entities with employees in Ireland only include a small number of employees in Ireland.