

# Ireland Gender Pay Gap Report

*Report for publication*

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# A Message from our Site Head



Since 2022, the Irish Government has required that all employers with over 150 employees (previously 250) report on an annual basis, statutory calculations showing certain pay data by gender.

In this report we are sharing and analysing the 2024 gender pay gap for the IQVIA RDS Ireland entity. We will continue to report annually as we seek to reduce or eliminate this gap over time. We have identified a range of ongoing and future actions to help us achieve this.

At IQVIA, we believe that diversity, inclusion, and belonging empower our mission to accelerate innovation for a healthier world. When our talented employees bring their authentic selves and their diverse experiences to work, they enable us to accomplish extraordinary things.

**Martin Giblin**

*SVP, Digital Strategy Innovation, Clinical Operations & IQVIA Ireland Site Head*

# Statutory Disclosures

## IRL IQVIA RDS Ireland Ltd

In the following charts, the term 'median' represents the middle number in a sorted list arranged in a value order from lowest to highest for each gender. The term 'mean' represents the comparable average hourly earnings by gender.

### Gender pay gap results

Women's hourly rate is:

	Median	Mean
All employees	7.0% (lower)	4.6% (lower)
Part-time employees	34.3% (lower)	34.8% (lower)
Fixed term employees	35.1% (lower)	40.0% (lower)

### Gender distribution by pay quartiles\*

Gender	Q1	Q2	Q3	Q4
Female	68%	79%	68%	65%
Male	32%	21%	32%	35%

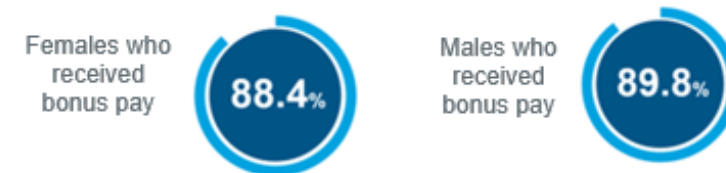
\*The chart above shows gender distribution across 3 equal pay quartiles containing 81 plus 1 quartile containing 82 colleagues.

### Gender bonus gap results

Women's bonus amount paid is:

	Median	Mean
All employees	11.8% (lower)	8.3% (lower)

### Proportion receiving bonus



### Proportion receiving benefit in kind



A benefit in kind is any non-cash benefit of monetary value offered to all employees.

## What do these numbers reflect?

- As a reminder, the disclosures required by local gender pay law measure the difference between the average earnings of all male and female employees, irrespective of their role or seniority, within the statutory quartiles. They do not reflect equality of pay for equal roles.
- In the IQVIA RDS Ireland Ltd legal entity, our overall population identifies as 30.2% male and 69.8% female with a higher proportion of women in junior levels. To see a change in our gender pay figures year-on-year would require a more balanced gender make up by reporting quartile.
- The gender difference identified in the part-time and fixed-term populations is primarily driven by the small populations in these groups. Only 6.8% of all relevant employees are part-time and only 1.2% of all relevant employees are in fixed-term employment; within these populations, the imbalance in gender distribution has a more significant resulting impact on the differences in pay.

## What measures are we taking?

- Our **recruitment activities** are designed to actively seek a diverse range of talents at all levels, hiring individuals with diverse backgrounds and experiences.
- We offer comprehensive **Hiring Excellence training** to hiring managers which includes unconscious bias awareness and avoidance training.
- Where appropriate we offer **flexibility of working hours or location** to attract a diverse range of candidates.
- We have had a sustained focus on **enabling career progression** through launching our **Talent and Learning Hub** to enable employees to build in-demand skills of the future as well as embedding **Career Connections**; IQVIA's innovative internal talent marketplace that offers AI-powered personalized suggestions to help employees expand skills and achieve career aspirations.
- We remain focused on fostering a workplace where opportunity and advancement are accessible to everyone. Developing and progressing diverse talent within our organization. Our Aspire '24 event provided the opportunity to **bring employees together**, to **inspire curiosity** about IQVIA's offerings, showcase our impact on healthcare, and **celebrate our exceptional talent**.
- Membership of our 9 **Employee Resource Groups (ERGs)** continues to expand and provide a sense of community, network and additional option for professional development.
- **The Ireland employee Wellbeing Champion network** was introduced in 2022, to support awareness and engagement of employee health and wellbeing at all levels within the organisation. This has been sustained through 2024.
- There is **Compensation Fundamentals training** for line managers, Talent Acquisition and HR to improve confidence, dispel misconception and empower our managers to make informed and consistent pay decisions aligned with IQVIA's pay philosophy.