



# GENDER PAY REPORT

December 2024

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## Introduction

In 2021, the Irish Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. This threshold was reduced to 150 employees in 2024 and will eventually apply to all organisations in Ireland with 50 or more employees.

Organisations are required to publish their gender pay gap data annually, including mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who receive bonuses; and the proportions of male and female employees in each pay quartile. This is the third annual Gender Pay Report published by PhoneWatch. Previous reports can be found here:

[gender-pay-report-2022.pdf \(phonewatch.ie\)](#)

[gender-pay-report-2023.pdf \(phonewatch.ie\)](#)

## Definitions of Key Metrics Used in this Report

### Gender Pay Gap

The difference in the average hourly pay of women compared to men in an organisation. The Gender pay gap captures the extent to which women are evenly represented across an organisation.

### Mean Pay Gap

The mean pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

### Median Pay Gap

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). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

### Pay Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

## Data

**Table 1. Organisation Profile** (note figures in brackets are based on the previous snapshot date of 30<sup>th</sup> June 2023)

<b>Snapshot Date:</b>	<b>30<sup>th</sup> June 2024</b>
Reporting period - From	1 <sup>st</sup> July 2023
Reporting period – To	30 <sup>th</sup> June 2024

	Full Time Employees	Part Time Employees	Total Employees	Of whom are temporary
Male	162 (165)	3 (5)	165 (170)	7 (7)
Female	51 (55)	16 (20)	67 (75)	2 (11)
<b>Total</b>	<b>213</b>	<b>19</b>	<b>232</b>	<b>9</b>

**Table 2. Gender Pay Gap Metrics**

	Mean Gender Pay Gap	Median Gender Pay Gap
All Employees	5.53 % (1.69%)	5.39% (4.41%)
Part Time Employees	-23.63% (-15.40%)	-10.99 (1.52%)
Temporary Employees	7.20% (6.48%)	7.20% (14.66%)

**Table 3. Gender Gap in Bonus**

	Mean Bonus Pay Gap	Median Bonus Pay Gap
Bonus	37.46 % (24.37%)	49.37% (44.94%)

**Table 4. Bonus and BIK % in receipt of Bonus**

	% of all Male	% of all Female
% in receipt of Bonus	96.51 % (95.29%)	94.2% (90.67%)
% in receipt of BIK	61.05% (63.53%)	11.59% (13.33%)

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**Table 5. Pay Quartiles**

Pay Quartiles	% Male	% Female
Quartile 1 (upper)	73.33% (65.57%)	26.67 % (34.43%)
Quartile 2 (upper middle)	76.67% (81.97%)	23.33% (18.03%)
Quartile 3 (lower middle)	71.67% (70.49%)	28.33 % (29.51%)
Quartile 4 (lower)	63.93% (59.68%)	36.07% (40.32%)

### **Commentary**

PhoneWatch are committed to and compliant with our obligations under the employment equality acts and operate under the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, family status, sexual orientation, disability or members of the travelling community.

It is important to distinguish between equal pay for equal work or work of equal value which is a requirement under the Employment Equality Acts and the Gender Pay Gap.

It is our policy to pay employees equally for the same or equivalent work, regardless of the employee's sex (or any other characteristic as set out above). In most business areas employees are hired on the same starting salary and increases are determined by a combination of collective bargaining pay deals and performance related pay.

The HR dept have oversight for ensuring objective rationale is used for determining salary both at recruitment stage and where an employee progresses to a different role.

HR regularly conduct market reviews to ensure that our compensation offering remains competitive.

PhoneWatch are therefore confident that the gender pay gap in our organisation does not stem from paying men and women differently for the same or equivalent work. The data tells us however that in areas that command higher variable pay such as Field Operations and Sales where there is a clear under representation of women.

### **PhoneWatch Gender Pay Gap Commentary 2024**

Regrettably we are reporting an increase in our gender pay gap over the past 12 months. The number of senior managers in PhoneWatch is extremely low and a change at that level of the company can significantly affect our gender pay gap, in either a positive or negative manner.

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A senior female manager resigned in the reporting period and was replaced by a male.

From our snapshot date of June 2023 to our snapshot date of June 2024, our mean and median gender pay gaps have increased from 1.69% to 5.53% and from 4.41% to 5.39% respectively.

In addition to the overall increase in our Gender Pay gap we have also seen an increase in our mean bonus pay gap 24.37% in 2023 to 37.46% in 2024. However, we are pleased to report a 3.5% increase in the number of females in receipt of bonus.

Women are still underrepresented in roles that are eligible for bonuses and benefits in kind. This disparity reflects systemic issues across the Security Industry in Ireland and across the globe that need to be addressed to create a more balanced representation in field based roles such as Security Advisors and Direct Sales personnel.

### **What are PhoneWatch doing to address our Gender Pay gap?**

To better understand and address the above-mentioned challenges, we have conducted surveys and focus groups with our female employees in the past year to specifically address the lack of candidates for our Field Operations business, an area that industry wide continues to be male dominated.

The data gathered from these sessions has provided valuable insights into the barriers that may be preventing female candidates from applying for field-based roles, which are often eligible for higher bonuses and additional benefits such as company vehicles and we have seen an increase in candidate applications and appointments in this area.

In addition, we have carried out a full analysis of our job advertisements to identify wording that may be deemed to be male orientated and introduced more gender-neutral language. We have also updated our internal and external branding materials to increase female engagement.

PhoneWatch is dedicated to continuing this journey towards full gender pay equity. We will persist in our efforts to review and enhance our policies, support the development of our female employees and ensure a fair and inclusive workplace for everyone.