

# GENDER PAY GAP SUMMARY 2022

## INTRODUCTION

We are pleased to share Arlington Novas Ireland's first Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022.

This report uses a snapshot date of 20th June 2022. Our overall mean gender pay gap is 3.84%. Analysis of this pay gap shows that this is largely driven by more male members of the Senior Management Team at the time of the snapshot.

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**NOVAS**

Housing | Health | Recovery

87 O'Connell Street, Limerick, Ireland.

Ph. 061-370325 / [info@novas.ie](mailto:info@novas.ie)

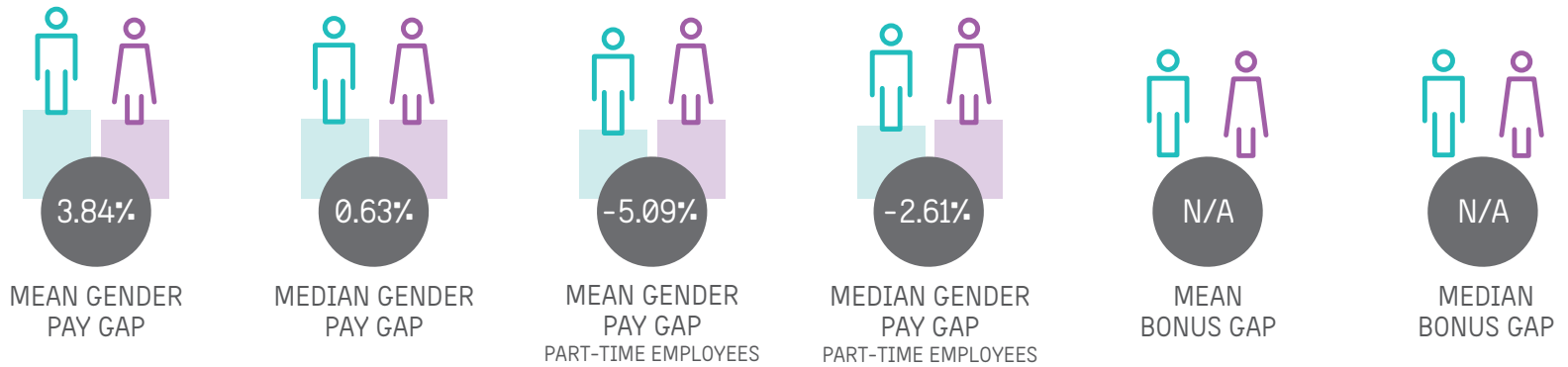
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ARLINGTON NOVAS IRELAND CLG  
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**AVERAGE HOURLY WAGES:**  
Women receive 96.2c for every €1 that men receive.



Male €	18.75	17.50	16.52	16.86	-	-
Female €	18.03	17.39	17.36	17.30	-	-

PAY QUANTILES

	MALE	FEMALE
Upper Quartile	23 33.8%	45 66.2%
Upper-Middle Quartile	22 32.3%	46 67.7%
Lower-Middle Quartile	22 32.3%	46 67.7%
Lower Quartile	22 31.9%	47 68.1%

NUMBERS PERCENTAGES

PAY QUANTILES

	MALE €	FEMALE €
Upper Quartile	24.35 22.62	21.58 23.59
Upper-Middle Quartile	18.06 17.84	18.06 17.92
Lower-Middle Quartile	17.05 17.30	17.04 17.25
Lower Quartile	15.29 15.73	15.58 15.80

MEAN PAY MEDIAN PAY