IBM In Ireland Gender Pay Gap 2022 Results

Foreword

IBM is committed to conscious inclusion and active allyship for all employees. We are continuously striving to create a more diverse workforce, and we are relentless in our pursuit of equity for all, both inside and outside of IBM.

We welcome this new legislation in Ireland, where we have had a long-standing commitment to creating an equal opportunity workforce.

Deborah Threadgold
Country General Manager
IBM in Ireland

Introduction

This report reflects our obligations as an Irish employer under the Gender Pay Gap Information Act 2021 which was signed into law in July 2021. This Act amends the Employment Equality Acts 1998 to 2015 in the form of the [Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 ('the Regulations')](). The Regulations have placed new reporting and publication obligations on employers with 250 or more employees.

The gender pay gap is different to equal pay, which means paying women and men the same salary for performing the same or equivalent work. A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation. IBM has had policies in place for pay equity since 1935 when our founder Thomas J Watson Snr declared a policy of 'Equal Pay for Equal Work' and this is a policy to which we remain committed.
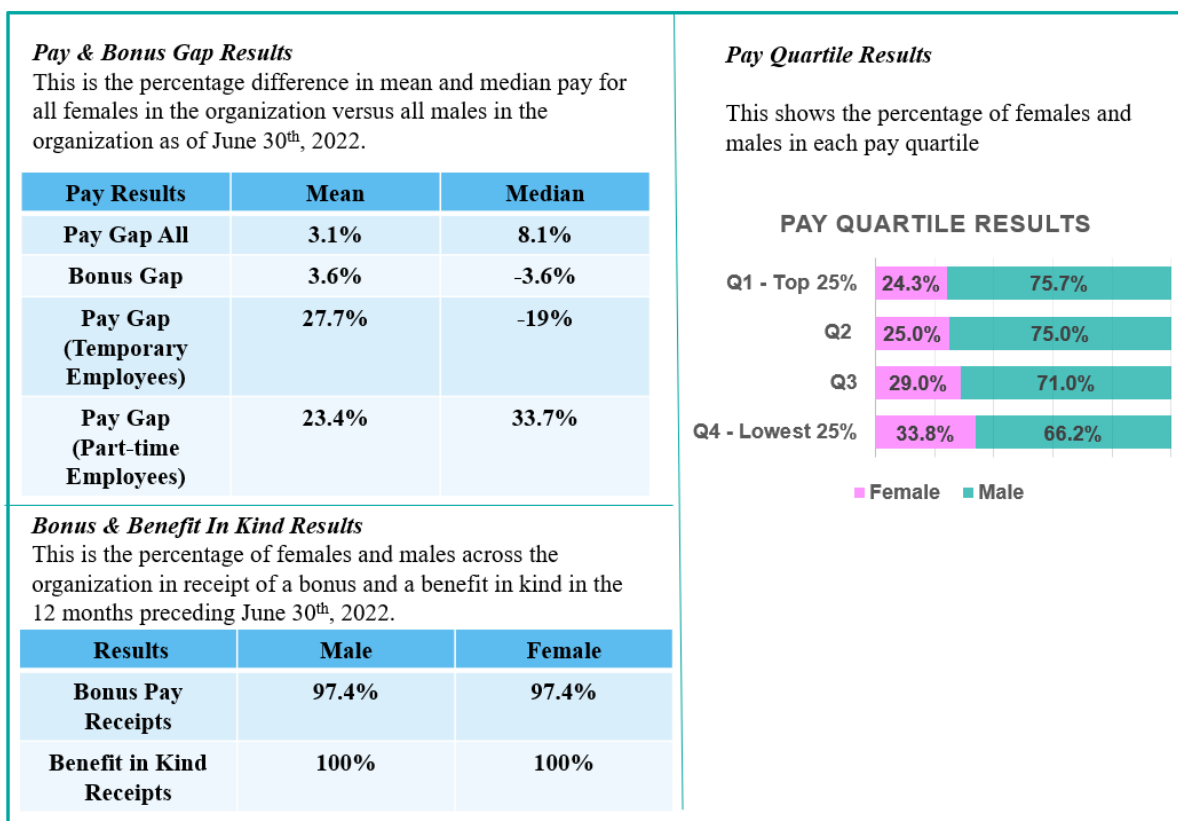
At IBM, women earn $1 for every $1 earned by men for similar work. Pay equity analysis is performed in every country where we have IBM employees. We look at how to correct any pay equity discrepancy, as well as how to prevent it. To support this, we have developed IBM Compensation Advisor with Watson – an AI-driven solution that gives managers salary increase recommendations based on skills and pay competitiveness.

This report will look at the gender pay gap across IBM in Ireland. This is the first time we are reporting the gender pay gap in line with the new legislation.

IBM in Ireland Results

A gender pay gap is the difference in the average pay and bonuses of all male and female employees across an organisation. Gender pay gap calculations do not account for differences in pay due to the nature of the role, grade, or years of service or individual characteristics like qualifications and performance. All these variables can impact the results.

Like many other organisations, our gap is a result of having a lower percentage of women in senior, higher paid roles.

Pay & Bonus Gap Results
This is the percentage difference in mean and median pay for all females in the organization versus all males in the organization as of June 30th, 2022.

Pay Results	Mean	Median
Pay Gap All	3.1%	8.1%
Bonus Gap	3.6%	-3.6%
Pay Gap (Temporary Employees)	27.7%	-19%
Pay Gap (Part-time Employees)	23.4%	33.7%

Bonus & Benefit In Kind Results
This is the percentage of females and males across the organization in receipt of a bonus and a benefit in kind in the 12 months preceding June 30th, 2022.

Results	Male	Female
Bonus Pay Receipts	97.4%	97.4%
Benefit in Kind Receipts	100%	100%

Pay Quartile Results

This shows the percentage of females and males in each pay quartile

PAY QUARTILE RESULTS

	Female	Male
Q1 - Top 25%	24.3%	75.7%
Q2	25.0%	75.0%
Q3	29.0%	71.0%
Q4 - Lowest 25%	33.8%	66.2%

■ Female ■ Male

The Narrative Explaining our Gap

The under-representation of women at senior leadership level and in engineering and technology roles is a significant industry-wide challenge that also impacts IBM. There are limited women available in the market at all levels, and the pipeline is shrinking particularly at a senior leadership level.

Addressing the gender pay gap is a strategic focus for our business and has the full backing of our executive team. Priority actions are already in place, and we continue to look at initiatives to increase our female representation.

Actions and Key Focus Areas to Reduce our Gender Pay Gap

Recruitment

Our recruitment teams are actively focused on ensuring we have diverse candidates for every role by connecting to the broadest possible candidate base. We ensure our job descriptions are inclusive and gender-neutral, and we provide interview training for all hiring managers including on unconscious bias.

Increasing Female Representation

Our Women's Executive Council is made up of highly accomplished IBM executives from around the world who are passionate about the attraction, growth, development, engagement, and retention of women at IBM. This council drives programs and initiatives and provides global leadership to local Business Resource Groups (BRGs). BRGs are IBM-sponsored groups made up of passionate volunteers working toward specific diversity and inclusion goals.

We have an active Women's BRG in Ireland called WIN (Women in Ireland Networking). The network seeks to attract, retain, and develop women leaders within IBM, and our mission is to ensure women are ready and competitive for future leadership positions. WIN runs many initiatives and events throughout the year such as Unleashing your Leadership Potential, career roundtables, and International Women's Day events. The group also provides women with education about health and wellness including reproductive health, menopause, and work-life integration.

We are participating members of Connecting Women in Technology (CWIT), an organisation representing several Technology companies in Ireland. We are actively collaborating to attract, promote, and encourage women in Science, Technology, Engineering and Math (STEM) careers. Through the Education and Early Career pillars we support and run programmes to help young females understand what a career in a technology company looks like and the many opportunities available to them by studying a STEM subject.

We participate in Dublin City University's STEM Teacher Internship Programme which provides pre-service STEM teachers with the opportunity to gain skills and experiences within the STEM industry.

We are also actively involved with Teen-Turn, an Irish charity that aims to provide teen girls the opportunity to gain hands-on technology experience so they can visualize themselves in those kinds of careers and make third-level course choices accordingly.

We signed Elevate, which is Business in the Community Ireland's new Pledge in 2022, to support businesses to build more inclusive workplaces.

Skills and Development

We invest in our employees' professional development with a range of advanced tools and resources that empower IBMers to direct their own career paths and build the skills required to pursue their goals. We also invest in many learning and leadership development programmes that support the progression of women such as Unleashing Your Leadership Potential, Elevate+, Building Relationships & Influence, Advanced Technical Eminence & Breakthrough Technical Eminence.

SkillsBuild

IBM is proud of its inclusive culture and the programs we have established globally to provide wider access to critical skills and training. IBM SkillsBuild is a free platform that helps students, job seekers, and organizations opt into the learning experience that's right for them. We have long been committed to closing the skills gap for all.

Creating a Culture of Inclusion

Through our diversity, equity, and inclusion work, IBM seeks to provide a culture of inclusion and belonging, establish trust among IBMers, create a more diverse workforce, cultivate a flexible work environment and advocate for equity inside and outside IBM.

At IBM we are proud of the progress that we are making. We are committed to continue to look at programs and initiatives to increase our female representation in senior roles, focus on increasing the percentage of women in our business through recruitment, retention, inclusion, and opportunity, as well as tailored development.

I confirm IBM's gender pay calculations are accurate and meet the requirements of the Regulations. We have followed advice provided by our specialist external consultants on our methodology and data, in line with the [Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (the 'Regulations')](#)

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