

# Ireland Gender Pay Report

01 December 2022

# A Message from our Site Head



This year for the first time, the Irish Government has required all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender.

In this report we are sharing and analysing the 2022 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 encourage everyone to recognise the contributions that each individual can make in the workplace and continually seek to hire, develop, and retain employees with a broad range of backgrounds and experiences.

Martin Giblin

*SVP Global Site Management & IQVIA Dublin Site Head*

# Statutory Disclosures

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

## *IQVIA RDS Ireland Limited*

### Gender remuneration results:

Hourly remuneration:	Mean	Median
All employees – Women's hourly remuneration is:	8% (lower)	11% (lower)
Part-time - Women's hourly remuneration is:	59% (lower)	60% (lower)
Fixed term – Women's hourly remuneration is:	41% (lower)	25% (lower)

### Gender distribution by pay quartiles:\*

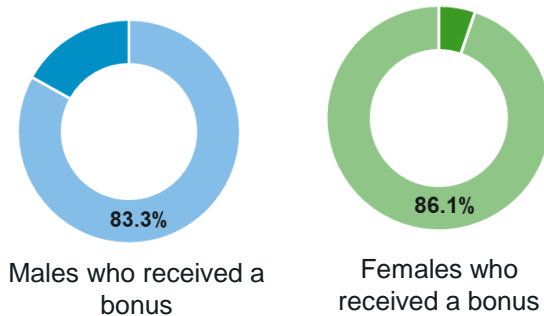
Gender	Lowest	Lower Middle	Upper Middle	Upper
Male	36%	22%	33%	35%
Female	64%	78%	67%	65%

\*The chart above shows the gender distribution across 3 equally-sized pay quartiles of 88 plus 1 quartile containing 89 colleagues.

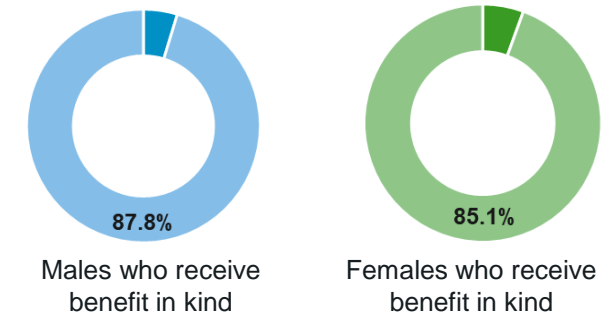
### Gender bonus results:

Bonus	Mean	Median
Women's bonus amount paid is:	6% (lower)	15% (lower)

### Proportion receiving a bonus:



### Proportion receiving benefits in kind:



A Benefit in Kind (BIK) is any non-cash benefit of monetary value offered to 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 38% male and 62% 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% of all relevant employees are part time and only 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 identify a diverse range of candidates. We continue to encourage diversity of applicants at all levels through our job postings, and promoting IQVIA to a more diverse range of educational institutions.
- 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 supported by our Future of Work initiative, a company-wide effort examining all aspects of how and where we do our work, as well as the technology and tools that will be required to support us.
- We are focused on having a **diverse pipeline of talent** moving across and through our organisation, providing opportunities for all employees to develop and progress through our internal development programmes.
- We have had a renewed focus on **enabling career progression** in 2022 with the launch of “Career Connections”; IQVIA’s innovative internal talent marketplace that offers AI-powered personalized suggestions to help employees expand skills and achieve career aspirations.
- We are dedicated to maintaining an **inclusive and collaborative work environment** that exhibits teamwork, leadership and integrity. Our Aspire 2022 people conference included both local Dublin based and virtual events and included themes of Careers & Development and Connections.
- Our **Employee Resource Groups (ERGs)** continue to expand to support IQVIA’s values and commitment to diversity.
- A Global Wellbeing program was launched in 2021, with an **Ireland employee Wellbeing Champion network** introduced in 2022, to support awareness and engagement of employee health and wellbeing at all levels within the organisation.
- We are introducing **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.