

Ireland Gender Pay Report

Report for publication

29th October 2025

A Message from our Site Heads



Since 2022, the Irish Government has required that all employers with over 50 employees (previously 150) report on an annual basis, statutory calculations showing certain pay data by gender.

In this report we are sharing and analysing the 2025 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.

Alison Liddy, Senior VP, P&SCS and Gwynne Morley, Senior Director and General Manager.

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	3.0% (lower)	3.6% (lower)
Part-time employees	N/A	N/A
Fixed term employees	4.4% (lower)	16.4% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	70%	75%	73%	65%
Male	30%	25%	27%	35%

**The chart above shows gender distribution across 2 pay quartiles containing 74 employees and 2 quartiles containing 73 employees.*

Gender bonus gap results

Women’s bonus amount paid is:

	Median	Mean
All employees	2.9% (lower)	13.6 (higher)

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 IQVIA RDS Ireland Ltd, 29% of employees are male and 71% female, with more women in junior roles. Since reporting began in 2022, both mean and median gender pay gaps have narrowed each year. The 2025 results show our smallest gaps to date reflecting progress and our continued commitment to closing the gender pay gap.
- No male employees worked part-time during the reporting period, so gender pay gap figures for part-time staff do not apply. For fixed-term employees, the gender difference is primarily driven by the very small population in this group, where any imbalance has a greater impact on pay differences.
- Achieving further improvement will require a more balanced gender distribution across all quartiles.

What measures are we taking?

- Our recruitment activities are designed to identify a wide range of candidates. We continue to encourage a variety of applicants at all levels through our job postings and promote IQVIA to a broader range of educational institutions.
- We offer comprehensive **Hiring Excellence training** to hiring managers which includes unconscious bias awareness 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 broad pipeline of talent moving across and through our organisation, providing opportunities for all employees to develop and progress through our internal development programmes.
- Offers AI-powered personalized suggestions to help employees expand skills and achieve career aspirations.
- Our Employee Resource Groups (ERGs) continue to expand to support IQVIA's values, adding another group throughout 2024/5.
- 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. This has been sustained ongoing.
- **Compensation Fundamentals training** has been reinforced and adapted 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.