



Ireland Gender Pay Report 2026

Report for publication

1st November 2026

A Message from our Site Heads



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

In this report we are sharing and analysing the 2026 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	2.4% (lower)	-1.5% (higher)
Part-time employees	29.0% (lower)	25.4% (lower)
Fixed term employees	39.7% (lower)	37.4% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	75%	73%	73%	69%
Male	25%	27%	27%	31%

*The chart above shows gender distribution across four similar pay quartiles: three contain 70 employees and one pay quartile contains 71 employees.

Gender bonus gap results

Women’s bonus amount paid is:

	Median	Mean
All employees	3.7% (lower)	-43.1% (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, 28% of employees are male and 72% female, with higher number of women in junior roles. Since reporting began in 2022, both mean and median gender pay gaps have narrowed each year. The 2026 results show our smallest gaps to date reflecting progress and our continued commitment to closing the gender pay gap.
- The hourly gender pay gap for the part-time employee population has improved significantly over the past five years but continues to exhibit a larger pay gap than the overall workforce. 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.
- We are leveraging AI-powered personalized suggestions to help employees expand skills, learn and develop and achieve career aspirations.
- Our Employee Resource Groups (ERGs) continue to expand to support IQVIA's values, with now 10 active groups.
- In 2026, we count six Wellbeing Champions in Ireland, who support awareness and engagement of employee health and wellbeing at all levels within the organisation. We also have an Employee Assistance Programme available to all staff, which offers confidential support to employees, helping to foster a workplace where everyone can succeed.
- Our Compensation Fundamentals training has been reinforced and adapted for line managers, with Talent Acquisition and HR at the forefront to improve confidence, dispel misconception and empower our managers to make informed and consistent pay decisions aligned with IQVIA's pay philosophy.