



**Oberstown**  
Children Detention Campus

# Gender Pay Gap Report 2024

# Gender Pay Gap Report

## Context

The following data has been collated to ensure compliance with the Gender Pay Gap Information Act 2021. The data reflects active Oberstown employees as on 20 June 2024. The calculations shown below are based on payroll information and reflect employee ordinary pay, as defined by the regulation.

## Average



€34.32  
Per hour



€36.52  
Per hour

Oberstown's male employees earn on average 6.02% more than their female colleagues per hour.

## Median



€33.97  
Per hour



€37.14  
Per hour

Oberstown's median male hourly salary is 8.1 % higher than the median female salary per hour.

## Quartile Range

Quartile	% Female	% Male
Quartile 1	65.57	34.43
Quartile 2	54.10	45.90
Quartile 3	34.43	65.57
Quartile 4	54.10	45.90

The table shows a mixed gender distribution across pay quartiles. In Quartile 1, women make up 65.57% of employees compared with 34.43% men, indicating a stronger female representation at this level. Quartile 2 is closer to balance, with 54.10% women and 45.90% men. In Quartile 3 the pattern reverses, with men accounting for 65.57% and women 34.43%, showing a higher concentration of men in this quartile. Quartile 4 returns to a more even split, with women at 54.10% and men at 45.90%. Overall, women are more represented in Quartiles 1, 2 and 4, while men are predominantly represented in Quartile 3, suggesting that any pay gap outcomes may be influenced by role mix and progression patterns concentrated in that quartile.

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## Workforce Differences

Oberstown's Gender Pay Gap Report 2024 is based on active employees as of 20 June 2024 and uses ordinary pay data in line with the Gender Pay Gap Information Act 2021. The figures show that male employees earn on average 6.02% more per hour than female employees, and the median male hourly rate is 8.1% higher than the median female hourly rate.

The pay quartile breakdown shows a mixed gender distribution: women are more represented in Quartiles 1, 2 and 4, while men are more represented in Quartile 3. Oberstown notes that employees are paid on national consolidated pay scales, meaning there is no gender pay gap for employees in the same role with the same tenure, and differences are likely influenced by role mix across the organization.

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## Additional Insights

### Bonus & BIK Remuneration

As public sector employees, Oberstown's employees do not receive bonuses so statistics on mean, median and percentage of employees provided with bonuses do not apply. Similarly, BIK was deemed as being not relevant to Oberstown and therefore no calculations were carried out in this regard.

**Part-time Staff** – no part time staff.