

Gender Pay Gap

at Madigan Cunningham Ltd



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Workforce Profile

The workforce at Madigan Cunningham Ltd is predominantly female, with women making up nearly 70% of employees and men comprising just over 30%. This gender distribution is consistent across all pay quartiles, with women representing the majority in each segment.

30%
70%



Pay Gap Analysis

■ Hourly Pay Gap (All Employees)

- The mean hourly pay gap is minimal, with women earning just 1.32% less than men on average.
- The median hourly pay gap actually favors women, who earn 4.84% more than men at the median level.

■ Part-Time Employees

- The mean hourly pay gap for part-time employees is significantly in favor of women, at -105.95%. This suggests that, on average, part-time female employees earn substantially more than their male counterparts.
- The median pay gap for part-time employees is also in favor of women, at -49.44%.

Pay Quartiles

Across all pay quartiles (lower, lower middle, upper middle, and top), women consistently outnumber men, ranging from 68% to 71% female representation. The average rates within each quartile show some variation, but the overall trend is a strong female presence at every pay level.

Bonus Pay Gap

■ Bonus Receipt

- A slightly higher percentage of women (53.45%) received bonus pay compared to men (44%).

■ Bonus Pay Gap

- The mean bonus pay gap is 26.85% in favor of men, indicating that, on average, men receive higher bonuses.
- The median bonus pay gap is even more pronounced at 61.3% in favor of men.

Benefits in Kind (BIK)

- A higher proportion of women (29.31%) receive benefits in kind compared to men (24%).
- Overall, 27.71% of employees receive benefits in kind, with women again making up the majority of recipients.

“Women are more likely to receive benefits in kind than men.”

Key Insights

- **Gender Representation:** The company has a strong female workforce across all pay levels.
- **Pay Equity:** Hourly pay gaps are minimal or favor women, especially among part-time employees.
- **Bonus Disparity:** Despite more women receiving bonuses, the value of bonuses is higher for men, as shown by both mean and median bonus pay gaps.
- **Benefits Distribution:** Women are more likely to receive benefits in kind than men.

This narrative provides a comprehensive overview of the gender pay gap situation at Madigan Cunningham Ltd, highlighting both areas of equity and those where disparities remain, particularly in bonus pay.



Conclusion

The gender pay gap analysis at Madigan Cunningham Ltd demonstrates significant progress toward gender equity in the workplace. With women making up the majority of the workforce across all pay levels, the company has cultivated an environment where female representation is strong at every stage. Hourly pay is not only equitable but, in many cases – especially among part-time employees – favors women, reflecting the company's dedication to fair compensation practices.

While there is still a gap in bonus pay that favors men, the fact that more women receive bonuses and benefits in kind is a testament to the company's inclusive approach to rewards and recognition.

Percentage Employee Breakdown by Gender

| GENDER | COUNT OF EMPLOYMENT TYPE |
|--------------------|--------------------------|
| Female | 69.88% |
| Male | 30.12% |
| Grand Total | 100% |

Hourly Pay Gap All Employees - Median

| GENDER | AVER HOURLY PAY GAP |
|--------|---------------------|
| Female | |
| Male | -4.84% |

Hourly Pay Gap All Employees - Mean

| GENDER | MEAN HOURLY RATE |
|--------|------------------|
| Female | |
| Male | 1.32% |

Hourly pay Gap Part-Time Employees - Median

| GENDER | AVER HOURLY PAY GAP |
|--------|---------------------|
| Female | |
| Male | -49.44% |

Hourly pay Gap Part Time - Mean

| GENDER | AVER HOURLY PAY GAP |
|--------|---------------------|
| Female | |
| Male | -105.95% |

...the fact that more women receive bonuses and benefits in kind is a testament to the company's inclusive approach to rewards and recognition...

| Pay Quartile | | Average Rate | | Numbers | | | Percentage Breakdown | |
|-----------------------|--|--------------|--------|-----------|-----------|-----------|----------------------|--------|
| Top Quartile | | Male | Female | Male | Female | Total | Male | Female |
| Lower Quartile | | 14.12 | 15.62 | 7 | 15 | 22 | 32% | 68% |
| Lower Middle Quartile | | 18.51 | 19.41 | 6 | 14 | 20 | 30% | 70% |
| Upper Middle Quartile | | 25.22 | 22.32 | 6 | 14 | 20 | 30% | 70% |
| Top Quartile | | 60.92 | 87.28 | 6 | 15 | 21 | 29% | 71% |
| TOTAL | | | | 25 | 58 | 83 | | |

Percentage of Employees Receiving Bonus Pay

| Employment Type | No | Yes |
|-----------------|---------------|---------------|
| Female | 46.55% | 53.45% |
| Male | 56.00% | 44.00% |
| TOTAL | 49.40% | 50.60% |

Median Bonus Pay Gap

| Gender | Mean Bonus Gap |
|--------|----------------|
| Female | |
| Male | 61.30% |

Percentage of Employees Receiving BIK

| Employment Type | No | Yes |
|-----------------|---------------|---------------|
| Female | 70.69% | 29.31% |
| Male | 76.00% | 24.00% |
| TOTAL | 72.29% | 27.71% |

Mean Bonus Pay Gap

| Gender | Mean Bonus Gap |
|--------|----------------|
| Female | |
| Male | 26.85% |

Thank you!

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