

Gender Pay Gap Report 2025





SIPTU General
Secretary
Joe Cunningham

SIPTU, the Services, Industrial, Professional and Technical Union, is Ireland's largest trade union.

We represent over 180,000 workers from virtually every category of employment across almost every sector of the Irish economy. We campaign for the right of every worker to organise in their workplace, receive the pay they deserve and be treated with respect. We fight against exploitation, harassment and injustice – and believe that everyone has the right to a voice at work through a trade union.

SIPTU promotes equality through its advocacy for workers' rights, its commitment to anti-discrimination in the workplace, and its support for legislation like the Employment Equality Acts 1998-2015. The Union works to ensure equal opportunities, equal pay, and protections against discrimination, harassment, and victimisation on various grounds such as gender, age, disability, and sexual orientation.

SIPTU engages in specific EDI (equality, diversity, inclusion) initiatives, like our LGBTQ+ Network and our Migrant Worker Network and our efforts to ensure a strong transposition of the EU Directive 2023/970 to strengthen the application of the principle of equal pay for work of equal value between men and women through pay transparency and enforcement mechanisms. Many of our campaigns drive towards better pay and conditions for workers in essential services. Examples in 2025 include our successful efforts on behalf of

- Workers in the community and voluntary health, social care, and family support sectors, whose pay agreements will now be honoured by government.
- Early Years Educators and Managers, who will benefit from an approximate 10% pay increase.
- Workers in the contract cleaning industry, who will benefit from a new employment regulation order increasing pay.

It is notable that women, who on average across Irish society tend to be in jobs paid less than those occupied by men, are often the majority in these roles. SIPTU's efforts contribute to the narrowing of the gender pay gap across Ireland's economy.

The trade union movement itself is not immune from the conditions that have led to the existence of a gender pay gap across Ireland as a whole. It remains the case that women, more than men, tend to shoulder the bulk of home making and caring responsibilities. This affects career options and choices. Among trade union organisers employed by SIPTU (and other trade unions) there are many more women now than were present 20 years ago. Women form a majority among Sector Organisers in Health, which is our largest sector. Nevertheless, among Sector Organisers in general, in a role that often involves travel across the country and unsociable hours, men remain the majority – just as women are the clear majority in our administrative roles.

As a trade union, we aim for greater equity in broader society. As an employer in our own right, we aim to create the conditions for all of our people to progress their careers equitably. Above all, we will always act with fairness towards our own employees of any gender.

Joe Cunningham
SIPTU General Secretary
November 2025

Our gender pay gap metrics

Our snapshot date was 30 June 2025, so we measured our gender pay gap over the period 1 July 2024 - 30 June 2025. The calculations covered our 233 employees at the snapshot date, of whom 126 were women and 107 were men. We do not include separate figures for temporary workers (as we do not have any) or part-time workers (all of whom are women and working part-time by choice with the option to revert to full-time).

It is important to note that the Irish legislative requirements are binary with regard to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, at SIPTU, we recognise and support all gender identities. We recently voted to amend our Rule Book to reflect this.

SIPTU 2025 - All employees

Hourly Remuneration	
Mean	Median
13.8%	17.5%
Voucher Recipients	
M%	F%
71.0%	35.7%
Voucher Gap	
Mean	Median
0%	0%
Lower Quartile	
M%	F%
28.8%	71.2%
Lower Middle Quartile	
M%	F%
32.8%	67.2%
Upper Middle Quartile	
M%	F%
50.0%	50.0%
Upper Quartile	
M%	F%
72.4%	27.6%
Benefits in Kind	
M%	F%
83.2%	38.9%

The figures explained

Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis.

Voucher Recipients sets out the proportion of men and of women who received a voucher. The legislation, regulations and government guidance refer to bonuses and state that vouchers should be regarded as such. SIPTU does not pay bonuses as commonly understood and does not regard the vouchers it awards as bonuses. The figures given here for voucher recipients and the voucher gap are intended to satisfy the legal disclosure requirement relating to bonuses. Usually, staff receive a voucher to mark the travel obligations that affect certain roles.

Voucher Gap refers to the gap between men and women on the value of all vouchers taken together. All vouchers awarded were of the same amount in the relevant period, so there was no gap.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value. In SIPTU's case, since pensions are not technically a benefit in kind, this primarily concerns car insurance, which is received by a number of colleagues whose roles with the union require considerable amounts of travel.

The Reason Why We have a Gender Pay Gap at SIPTU

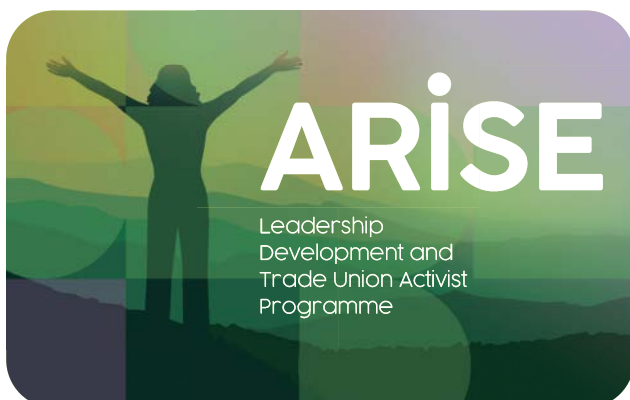
There is a gender pay gap at SIPTU because the gender split within different roles in the Union is not identical. More Union Organisers are men than women. Women predominate in our administration grades. We are, by encouraging applications from those under-represented, actively encouraging more even gender representation in roles where the imbalance between men and women is pronounced.

The ARISE Leadership Development Programme in Action:

Transport and Aviation Sector

The ARISE Women's Leadership Development Programme was founded in 2022, in recognition of the fact that the trade union movement in Ireland and internationally has been (and at this moment remains) male dominated. A key objective of the ARISE Programme is to equip women among our staff and Activists with tools and techniques that build confidence and encourage them to take advantage of opportunities for promotion.

In the period covered by this report, the ongoing Arise Leadership Development Programme held a focussed programme over 4 days for Women in the Transport Sector and the Aviation Sector, covering the topics of Leadership, Personal Development, Fairness at Work, Justice in Society and Women's Voices and Choices. Within Transport and Aviation, the majority of union Activists are male. The programme aimed to help women discuss, understand and ultimately break down barriers in seeking leadership positions. Peer to peer support was an intrinsic part of the programme. Participants celebrated both individual and collective success stories.



Debbie Clarke

“My experience of the Arise programme was and is very positive. The course itself is to further educate women from all levels and provide support on how to deal with challenges we encounter with our male peers in the workplace. The course was delivered in a very comfortable environment workshop style. The conversations and experiences shared by all participants and tutors were very honest, humbling and funny but also more importantly very beneficial to how we can help each other in our work lives and union activities. The content was very relevant to the female worker in this current climate and provided many tools and techniques to return to your work life feeling empowered and confident. A bigger plus is friendships were also made. I welcome more of this type of course for our female colleagues.”

Debbie Clarke, SIPTU Shop Steward, Aviation Sector, Dublin Airport. Participant in SIPTU ARISE Leadership Development Programme for Women in Transport and Aviation.

Equitable Hiring Practice

We continue in SIPTU to take care that our job advertisements should be phrased in a gender-neutral manner and that gender bias training has been provided to all of our interview boards. We try, consistently with fair treatment of all applicants, to look for balance in the candidates invited to interview.



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