



# 2025 Gender Pay Gap Report

## **Summary:**

We are pleased to present the GAA's 2025 Gender Pay Gap Report, based on the snapshot date of 15 June 2025. In keeping with the Association's values, we embrace individuals from all backgrounds and continue to work towards a "One GAA for All." Our focus remains on fostering a culture that supports diversity, inclusion and belonging across the organisation.

The figures in this report reflect all male and female employees centrally employed within the Association on the snapshot date. We report all statutory metrics in full compliance with the Regulations, with all calculations completed in a controlled manner and independently reviewed by the Finance Director prior to publication.

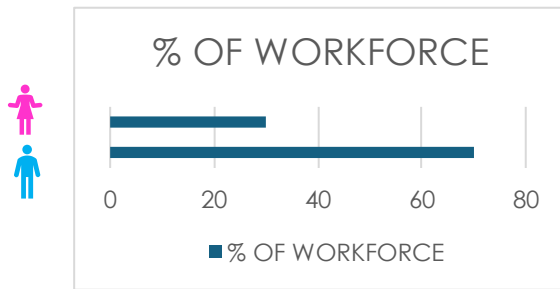
Before outlining this year's findings, it is important to distinguish between the gender pay gap and equal pay:

- **The Gender Pay Gap** refers to the difference in average earnings between men and women relative to average male earnings.
- **Equal Pay** means that men and women are entitled to receive the same remuneration for work of equal value, ensuring individuals performing the same or similar roles are paid fairly and consistently.

The GAA prides itself on providing fair and equal pay to all employees, with regular reviews undertaken to maintain this commitment. While a gender pay gap naturally exists due to the distribution of males and females across our workforce, we are pleased to report that the gap has narrowed since our last report. We remain committed to further reducing this gap as we continue our work in this area.

## 2025 Year in Review

### Headcount



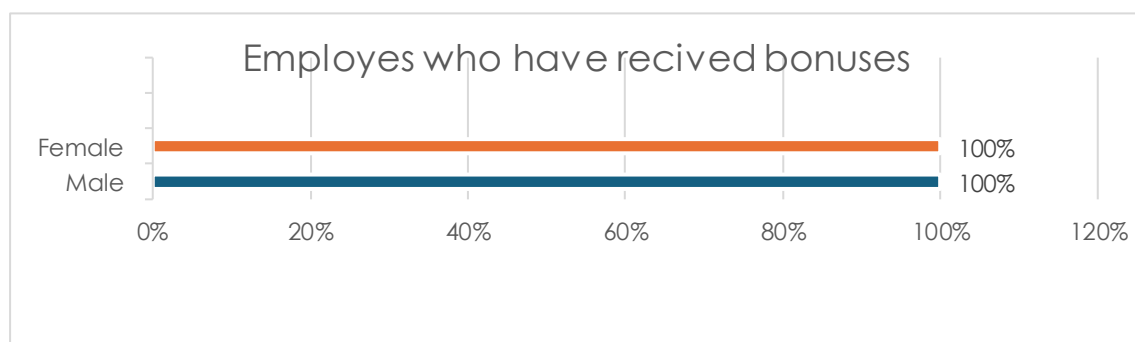
The workforce is predominantly male, with men accounting for 70% of staff and women representing 30%. This imbalance in gender representation contributes greatly to the gender to the pay gap. It is largely influenced by the nature of the Association, which stemmed from a male sport. As a result, fewer women are involved, and men often progress from playing within the Association to obtaining employed roles.

### Mean & Median Hourly Rate

Mean Gender Pay Gap	Median Gender Pay
2.60%	18.90%

Our mean gender pay gap is 2.60% in favour of male employees, this means the average hourly pay for females is 2.60% less. The median gender pay gap is 18.90% in favour of female employee's, this means for every €1 a female gets a male gets 0.81cent.

### Bonus Pay



100% of both male and female employees who are eligible for bonuses have received them, that is broken down to 87% of females and 52% of males.

Difference in Mean Bonus Male to Female (Only staff paid)	Difference in Median Bonus Male to Female (Only staff paid)
47.2%	11.9%

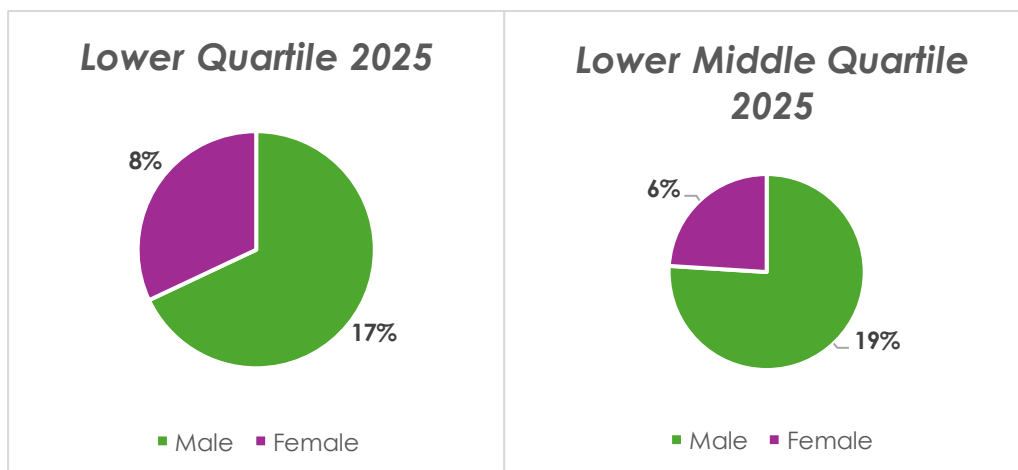
Our mean bonus gap for employee's who were paid is 47.2% in favour of male employees. The median bonus gap is 11.9% in favour of male employee's.

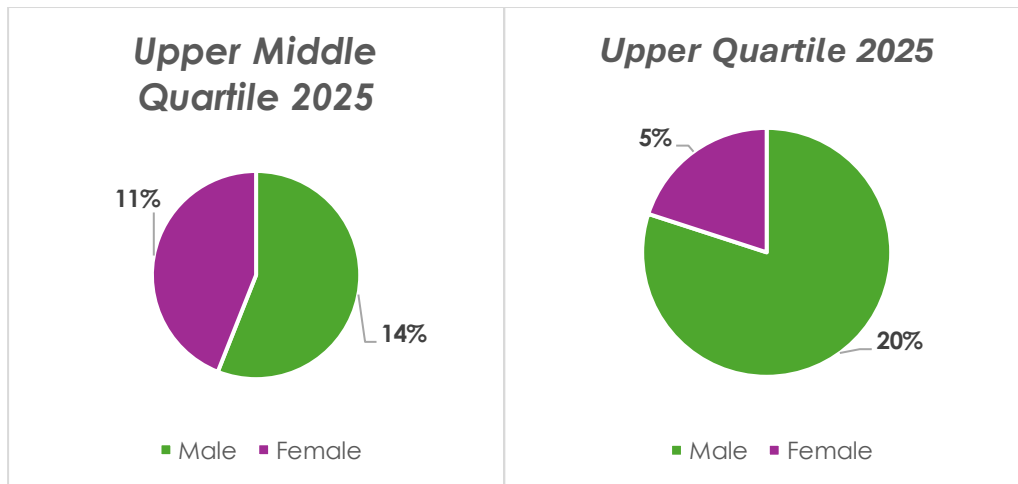
Difference in Mean Bonus Male to Female	Difference in Median Bonus Male to Female
12.60%	575%

Our mean bonus gap is 12.60% in favour of male employees. The median bonus gap is 575% in favour of female employee's.

In 2025 0.5% of males were eligible for BIK, with 0% of females applicable.

### Pay Quartiles









Our data shows a higher number of males in the upper & lower middle quartile, with the majority of females sitting in the upper middle quartile.

## Year on Year Comparison

### Headcount:

2025		2024	
	193 (70%)		151 (69.91%)
	82 (30%)		65 (30.09%)
<b>Total:</b>	<b>275</b>		<b>216</b>

While there has been very little change in the percentage of gender split compared to 2024, there has been a 7% increase in headcount overall. 71% of the increase in headcount being male, This is largely due to the transfer of games employee's to central employment, predominantly this group are male. It is common to see this imbalance within gender dominated industries however GAA remain committed to closing the gap.

### Hourly Pay:

2025	2024
Mean Gender Pay Gap <b>2.6%</b>	Mean Gender Pay Gap <b>9.6%</b>
Median Gender Pay Gap <b>-18.9% (in favour of women)</b>	Median Gender Pay Gap - <b>-3.8% (in favour of women)</b>

The 2025 report details the decrease in the Mean Gender Pay Gap to 2.6% for 2025 from 9.6% in 2024. The report details a further increase in the Median Gender Pay Gap to 18.9% in favour of women, from 3.8% in 2024. This change has stemmed from an increase in the male portion of the workforce with salaries reflective in the lower middle quartile.

## Bonus Pay

All employee's eligible for a bonus in both 2024 & 2025 received a bonus.

### All Staff Bonus

#### 2025

Mean Gender Pay Gap

**12.6%**

Median Gender Pay Gap

**575% (in favour of women)**

#### 2024

Mean Gender Pay Gap

**12.6%**

Median Gender Pay Gap

**54.4% (in favour of women)**

The mean bonus pay remained at 12.6% for both 2024 & 2025, meaning males received on average a bonus 12.6% higher than females. This is due to males consisting of a much larger portion of the workforce and having greater representation in the upper middle and upper quartiles.

The median bonus pay has increased in favour of females to 575% from 54.4% in 2024, while this increase appears extremely significant it is due to the increase in males in the lower middle quartile and the increase in females in the upper middle quartile.

It is important to note that bonus is paid as a percentage of salary but measures within the bonus pay gap are measured in money.

### Only staff paid a Bonus:

#### 2025

Mean Gender Pay Gap

**47.2%**

Median Gender Pay Gap

**11.9%**

#### 2024

Mean Gender Pay Gap

**40.2%**

Median Gender Pay Gap

**29.9%**

The mean bonus has increased from 40.2% in 2024 to 47.2% in 2025. This is due to males representing a much larger portion of the workforce.

The median bonus has increased in favour to women, falling from 29.9% in 2024 to 11.9% in 2025. Even though the percentage is still in favour of men

overall, the reduction is due males having greater representation in the lower quartiles and females having increased representation in the upper middle quartile.

**Percentage of males and females receiving a bonus:**

2025	2024
Male <b>52%</b>	Male <b>56%</b>
Female <b>87%</b>	Female <b>77%</b>

The percentage of males receiving a bonus has fallen by 4% from 56% in 2024 to 52% in 2025. This is due to an increased number of males not eligible to receive bonuses. The percentage of females receiving a bonus increased by 10% from 77% in 2024 to 87% in 2025, this is due to the increase in females becoming eligible to receive a bonus.



**BIK:**

2025	2024
Male <b>0.5%</b>	Male <b>0.5%</b>
Female <b>0%</b>	Female <b>0%</b>

Those employee's eligible for BIK remain unchanged, with 0.5% of males eligible in both 2024 & 2025 with 0% of females eligible in either reporting year.

**Gender Distribution:**

**2025**

		
<b>Lower Quartile</b>	17%	8%
<b>Lower Middle Quartile</b>	19%	6%
<b>Upper Middle Quartile</b>	14%	11%
<b>Upper Quartile</b>	20%	5%

2024



<b>Lower Quartile</b>	21%	3%
<b>Lower Middle Quartile</b>	16%	10%
<b>Upper Middle Quartile</b>	15%	10%
<b>Upper Quartile</b>	18%	7%

**Difference**



<b>Lower Quartile</b>	-4%	+5%
<b>Lower Middle Quartile</b>	+3%	-4%
<b>Upper Middle Quartile</b>	-1%	+1%
<b>Upper Quartile</b>	+2%	-2%

## Conclusion:

As we reflect on the findings of this year's report, the GAA remains firmly committed to closing the Gender Pay Gap and ensuring equitable treatment for all employees. Our ongoing work to integrate the GAA, Camogie Association and LGFA will further strengthen female representation at every level of the organisation and support continued progress.


We are proud of the improvements reflected in this year's results, which demonstrate our commitment to fostering an inclusive, equitable workplace and reflect our core values of inclusiveness and respect.


Looking ahead, we will continue to focus on strengthening our culture so that we remain an Association "where we all belong." We will embed practices and initiatives across the organisation that promote Equity, Diversity and Inclusion, including:


### Improved Recruitment Practices

The GAA is confident in the transparency and fairness of its recruitment and selection processes. To further minimise bias, we will ensure:

- Ongoing female representation on all recruitment and selection panels.
- A strict job requisition and salary approval process before any role is advertised, eliminating the potential for bias.
- Continued review of job descriptions to ensure inclusive language and broad appeal.
- Formal application screening by interview panels using clear, predefined criteria.
- Competency-based interview processes with standardised scoring to determine successful candidates.

 We will also continue to promote positive work-life balance through hybrid working arrangements and family-friendly leave options.

 The GAA will maintain its commitment to promoting diversity, inclusion and equality both on the field and in the workplace, fostering a culture where members, employees and volunteers feel welcomed, respected, and valued.

 We will ensure compliance with statutory obligations, regulatory requirements and best practice in gender equality, regularly reviewing

internal policies to reflect these standards. We will also collaborate with peer sporting organisations to identify industry benchmarks and best practice.

- ✚ The Association remains committed to fair and equitable pay for all employees and will continue to conduct regular pay audits to ensure no gender-based disparities exist.
- ✚ We will continue progressing towards a 'One employer' structure with centrally employed staff, enabling transparent terms and conditions across the Association. This work has already led to the introduction of applicable pay scales for certain workgroups and will support compliance with the EU Pay Transparency Directive due to come into Irish law in June 2026.
- ✚ The GAA will also maintain its open-door policy, ensuring accessible channels for feedback, concerns or suggestions related to gender pay equality.

By taking these actions, the GAA aims to lead by example in promoting gender equality and ensuring women receive fair recognition and compensation for their vital contributions to the Association.