Liffey Meats

Gender Pay Gap
Statement 2024

Head Office Address: Oldcastle Road, Ballyjamesduff, Co. Cavan, A82 N766
Nature of Business: Meat Processing
Snapshot Date: 30 June 2024

Foreword

This report shall explain and outline the reasons for the existence of a Gender pay gap within the organisation in accordance with the requirements of the Gender Pay Gap Information Act 2021 and the subsequent Employment Equality Act. Subsequently, the mean and median pay difference between male and female employees shall be outlined and expressed as a percentage.

The mean (average) gender pay gap figure
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

The median gender pay gap figure
This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

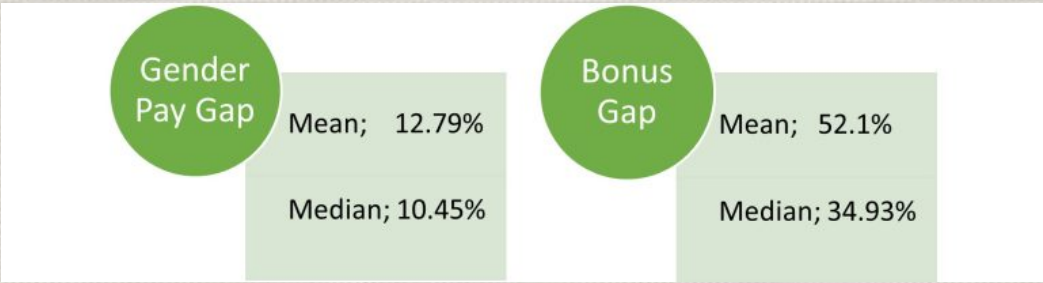
A median involves listing all the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

As an organisation, Liffey Meats have commenced an examination of the gender balance by reviewing policies, practices and overall culture with a gender lens. This is primarily since bias can be intentional or unintentional and can be unwittingly present in certain organisational policies and practices, driven by stereotypes and unconscious bias.

It is also worthwhile to note that in this industry it can be challenging to attract those of the female gender as the processing element of the business is not always a suitable working environment. Subsequently, only 22.5% of the workforce is of the female gender predominately due to the nature of the business.

At the snapshot date of 30th June 2024 (for the 12-month period to that date), the headcount for Liffey Meats for employees across Ireland consisted of 22.5% females and 77.5% males.



The proportion of employees who received a bonus in the year to the snapshot date were Female 33.33% and males 18.97%.

The proportion of males and females in each quartile pay band.

Band	Males	Females	Description
1	*76.71%*	*23.29%*	***Includes all employees whose standard hourly rate places them in the upper quartile***

2	***77.84%***	***22.16%***	***Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile***
3	***76.87%***	***23.12%***	***Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median***
4	***78.39%***	***21.61%***	***Includes all employees whose standard hourly rate places them in the lower quartile***

In comparison to 2023 there is a more equalised female representation across the various quartiles with only a 1.68% variance between the quartiles. While this is still low, the male representation in the upper quartiles are individuals which are very highly qualified butchery experts or technical engineers which have also been employed within the business for long periods of time. This is a particularly male dominated profession currently and historically.

Even though there is a gap, at Liffey Meats, every individual is paid for the role they perform, and no other factor determines their remuneration. The underlying difficulty is attracting qualified individuals to such roles. Liffey is an equal pay employer – men and women performing equal work receive equal pay. There is a Mean Pay Gap of 12.79% (Reduced from 18.13% in 2022 and 13.79% in 2023), is predominately because the most senior positions within the company have been occupied for a considerable period and have a specific knowledge of the beef industry. The Median gap of 10.45% has increased (From 7.21% in 2022 and 6.79% in 2023), can also be attributed to the same reason as above and since it is generally a male dominated industry.

The Bonus pay gaps have also been reduced; The Mean gap from 55.6% in 2023 to 52.1% and the Median gap from 31.53 % to 34.93 % while the number of females receiving a bonus has increased from 23.34% in 2023 to 33.33 % in 2024

Action Plan

Recruitment & Retention; Liffey Meats has actively developed our interview skills training to reduce any possibility of potential bias and seeks to be more conscious about hiring females and a broader diversity of talent. Liffey Meats is committed to providing more females with an opportunity to join and progress within the business.

Learning and Development Policy to encourage learning across all levels and disciplines in a range of areas such as Production, Management, Sustainability and Taxation.

A Return-to-Work Programme to support those returning from long term leave.

I confirm that the information and data reported is accurate as at the snapshot

date of 30th June 2024.

Anthony Lyons HR Manager