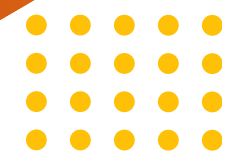


GENDER PAY GAP REPORT

2025



Foreword



Valerie Farrell, Head of Human Resources

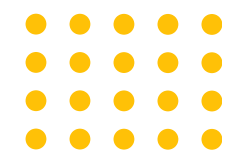


Teagasc are delighted to present our gender pay gap report for 2025. It is great to see that our pay gap has reduced by 2% to 12%. Teagasc continue to recruit many women into professional roles and see them advance their careers through our staff development structures. Our female staff continue to take student accolades from our Leadership Development programmes, are amongst the highest cited researchers, and are leading many national and international consortium collaborations.

As gender equality is a major focus within our Diversity, Equity and Inclusion policy, Teagasc continued to run our annual series of events in 2025, including on International Women's Day where we focused on accelerating action. We continue to leverage International Men's day as a platform to promote mental health and the importance of maintaining a healthy work life balance. We are particularly proud of the publication of our new Hormonal Health policy. Our new policy was launched alongside running an all-staff training webinar about Hormonal Health awareness, where over 200 staff participated. Our initiative in this area got picked up by our colleagues in the Irish Farmers Journal where they featured Teagasc's Diversity and Inclusion Specialist.

It was positive to see that the results of our all-staff diversity and inclusion survey showed similar satisfaction levels amongst men and women. However, we do plan to include focused gender equality actions in our new DE&I strategy.

Getting our gender pay gap into single digits over the next couple of years remains our ambition and this will be a clear marker in our new DE&I and People Strategies. Our new Statement of Strategy highlights the important role women have to play in leading agriculture, which is the reason we have committed to increasing our role in driving initiatives to ensure that women are empowered as farm workers, managers and leaders in our sector.



International Women's Day

On Monday, March 3, Moorepark Food Research Centre celebrated International Women's Day (IWD) 2025 with a significant and meaningful event as part of our ongoing dedication to gender equity and closing the gender pay gap. "Accelerate Action" was the global IWD theme for this year's commemoration, emphasizing the pressing need to go beyond discussion and into real change.

Breda McCague, a well-known leadership development expert and supporter of women in business, gave an energising keynote address. Teagasc staff found great resonance in Breda's ideas on allyship, developing a personal brand, and bringing about genuine change. She provided useful tools and tactics for both individual development and organisational change.

Some key topics discussed were:

1. ACCELERATE ACTION

2. ALLYSHIP

3. BUILDING A PERSONAL BRAND

International Women's Day 2025 at Moorepark was more than a celebration — it was a reaffirmation of our ongoing efforts to close the gender pay gap and build a workplace where everyone has equal opportunity to thrive. As we move forward, we remain committed to translating awareness into action, fostering a culture that supports advancement, equity, and fairness for all.



Teagasc supporting Female Leadership



LEADERSHIP DEVELOPMENT PROGRAMME

The Teagasc LDP is a bespoke academic programme which is designed to stimulate participants so that their skills and leadership techniques empower colleagues and drive high performance in their teams.

Run by the Business School at DCU, the course is accredited at Level 9 (minor award/30 credits) on the QQI framework. Students are awarded a Graduate Certificate in Strategic Leadership.

This year, 11 out of the 20 participants were women. The strong representation of women participating in the LDP highlights the growing leadership role of women in the organisation and is providing a pipeline of future female leaders.

This year's Student of the Year Award was presented to Alison Moloney, Digital & Online Communications Officer, Alison works in the PR Department and she achieved the highest academic results in the programme.

The Class Student of the Year is voted by fellow students, this was awarded to Bridget Lynch, Research Officer in Johnstown Castle due to her outstanding leadership within the group throughout the duration of the programme.



Mentoring Programme

This year, the Learning & Development (L&D) team proudly relaunched the organisation-wide Mentoring Programme, now accessible to all employees via Workivo.

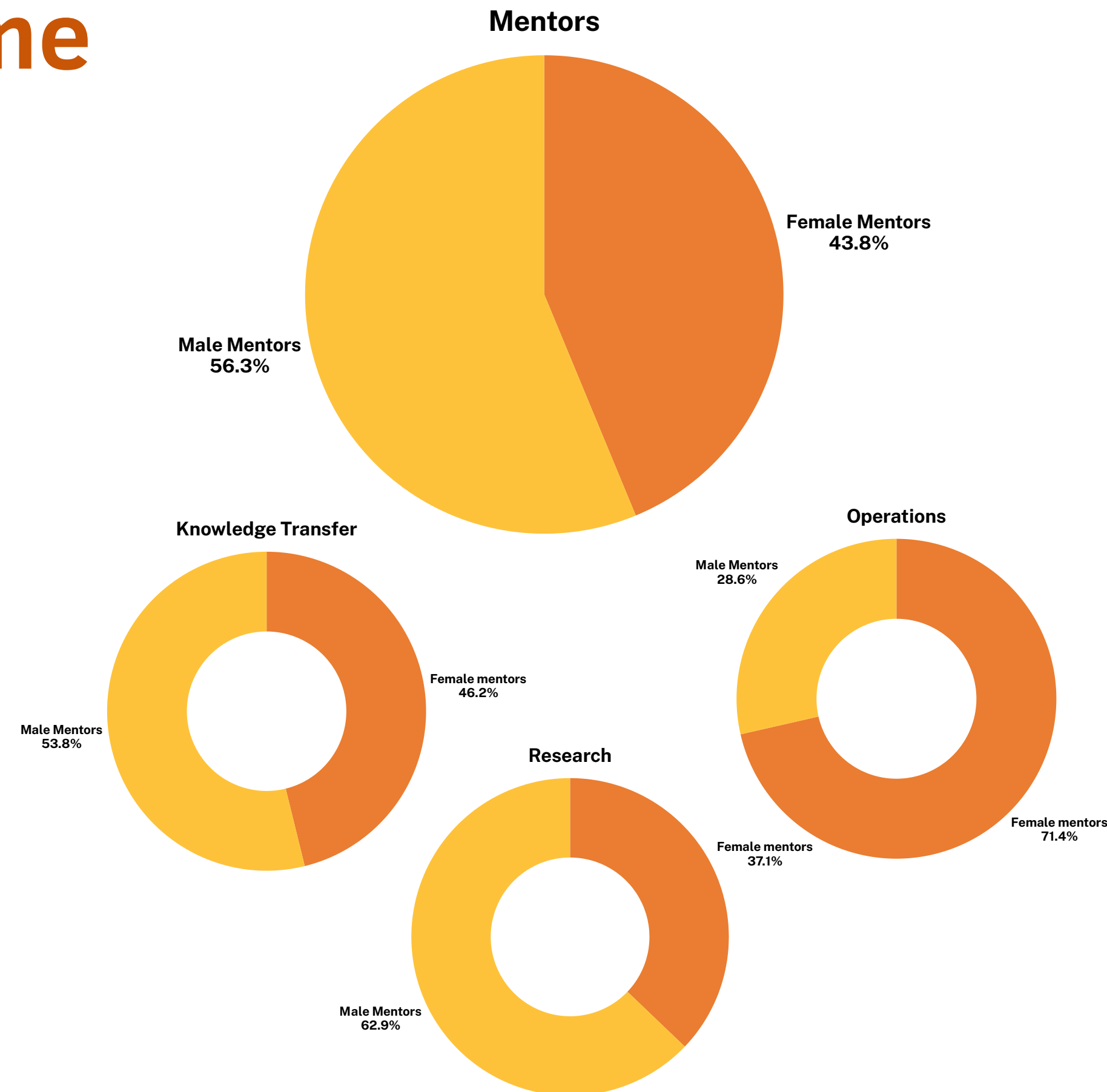
This refreshed initiative is designed to foster meaningful connections, facilitate knowledge sharing, and support professional development at every level.

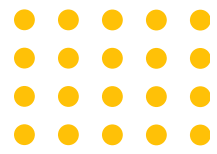
Mentoring offers invaluable benefits, including enhanced career confidence, skill-building, and improved retention. It also plays a crucial role in advancing gender equity by empowering women to access guidance, advocacy, and opportunities for growth. Since the relaunch, female mentors have taken a strong leadership role across all Directorates, visible in the breakdown charts

These numbers demonstrate significant female representation, especially in Operations, reinforcing the programme's role in supporting diversity and inclusion across the business.

By providing a structured platform for mentoring, the company is creating a more inclusive culture that recognises and nurtures talent, helping to close gender gaps in pay, progression, and leadership.

Mentors by Gender & Directorate





Teagasc Gender Pay Gap Explained

The Gender Pay Gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

The gender pay gap does not refer to equal pay for equal work. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation.

In 2022 Ireland introduced legislation for mandatory gender pay gap reporting in the form of the Gender Pay Gap Information Act 2021 and subsequent Regulations. Teagasc welcomed the opportunity to report on its gender pay gap for the first time in 2022.

This year, Teagasc can report that its mean gender pay gap is 12%, this means that even though overtime payments are being included, due to some appointments of female staff at senior levels, our pay gap has closed significantly. The pay gap has dropped by five percentage points from 17% when first calculated in 2017

Before addressing the gender pay gap in Teagasc, there are requirements in the legislation on how the data should be published, they are explained in the panels on the right side of this page.

'Mean' and 'Median' Pay Gap

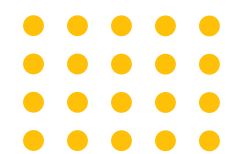
The mean pay gap is the difference between men and women's average hourly wage across the organisation.

The median pay gap is the difference between the middle paid woman's hourly wage and the middle paid man's hourly wage, i.e., if the men and women are separately listed from the highest to the lowest paid, it is the difference in the hourly wage between the person in the middle of each list.

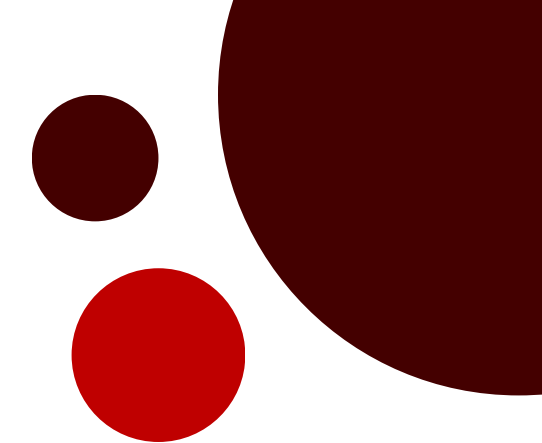
Quartiles

The Regulations provide that in publishing the information an employer must divide its workforce into quartiles by reference to the relevant pay band to which the employees belong. This has been done by determining the hourly remuneration of employees in Teagasc as of the 30th June 2025.

Staff are then ranked according to their rates of hourly remuneration and divided into four groups, which act as comparator groups. This allows for comparisons to be drawn between male and female employees in the relevant quartiles.



Teagasc Gender Pay Gap 2025

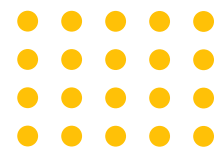


AS STATED TEAGASC'S GENDER PAY GAP IS

12% AS AT 30TH JUNE 2025

WHICH IS THE ANNUAL REPORTING DATE FOR TEAGASC

**THE FOLLOWING SECTIONS DETAIL THE PAY GAP FROM A
NUMBER OF DIFFERENT SUBSECTIONS OF TEAGASC**

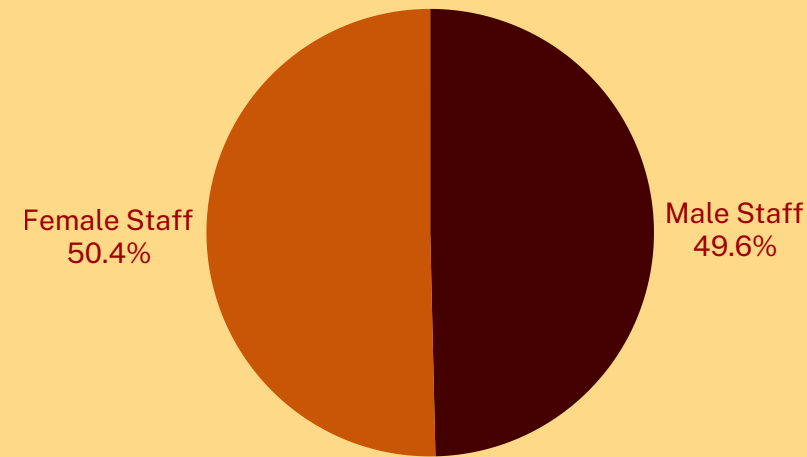


Permanent Full-time Staff

The charts below show a breakdown of the male & female permanent full-time staff, per quartile, working in Teagasc on 30th June 2025

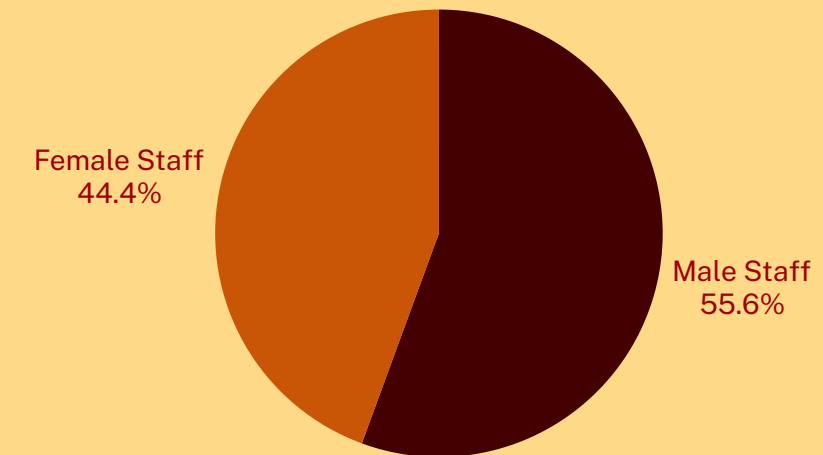
QUARTILE: LOWER

Total Employees	268
No. Female Staff	133
No. Male Staff	135



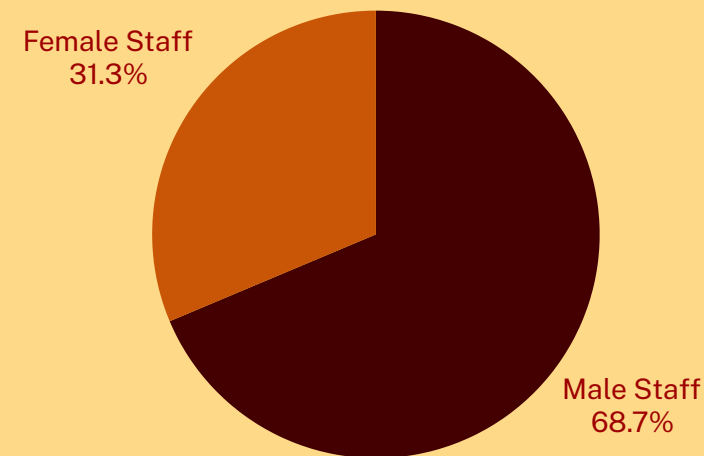
QUARTILE: LOWER MIDDLE

Total Employees	268
No. Female Staff	119
No. Male Staff	149



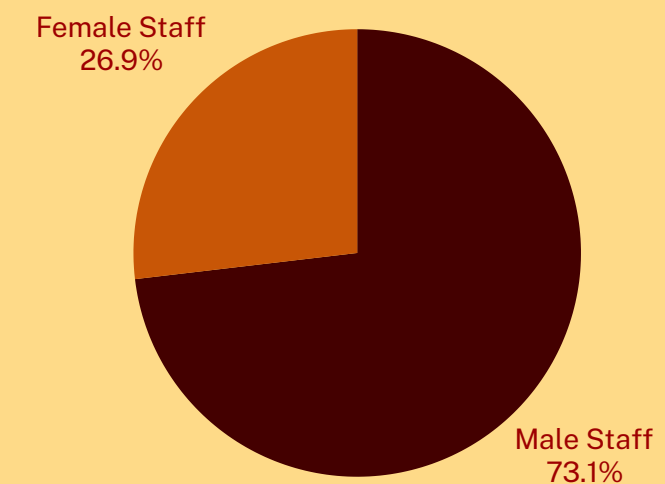
QUARTILE: UPPER MIDDLE

Total Employees	268
No. Female Staff	84
No. Male Staff	184



QUARTILE: UPPER

Total Employees	268
No. Female Staff	72
No. Male Staff	196



MEAN GENDER PAY GAP- PERMANENT FULL-TIME STAFF

MEAN HOURLY RENUMERATION

TOTAL HOURLY PAY OF FEMALES € 14,754	TOTAL HOURLY PAY OF MALES € 27,309
TOTAL FEMALE EMPLOYEES 408	TOTAL MALE EMPLOYEES 664
AVERAGE HOURLY PAY € 36.16	AVERAGE HOURLY PAY € 41.13

MEAN GENDER PAY GAP

$\frac{41.13-36.16}{41.13}$	EQUALS	12%
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The above charts indicate that the mean average hourly pay of the total number of permanent full-time females working in Teagasc is €36.16 and the mean average hourly pay of the total number of permanent full-time males working in Teagasc is €41.13.

Therefore, the mean gender pay gap for permanent full-time staff is 12%.

MEDIAN GENDER PAY GAP- PERMANENT FULL-TIME STAFF

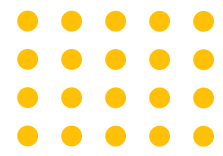
MEDIAN GENDER PAY GAP

MEDIAN FEMALE PAY € 34.82	$\frac{40.65-34.82}{40.65}$	EQUALS	14%
MEDIAN MALE PAY € 40.65			

The median hourly wage of permanent full-time females in Teagasc is €34.82 and the median hourly wage of permanent full-time males in Teagasc is €40.65.

Therefore, the median gender pay gap is higher at 14%.



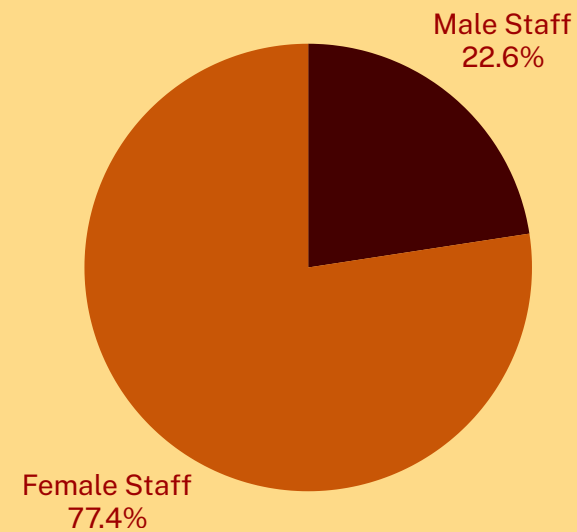


Permanent Part-time Staff

The charts below show a breakdown of the male & female permanent part-time staff, per quartile, working in Teagasc on 30th June 2024

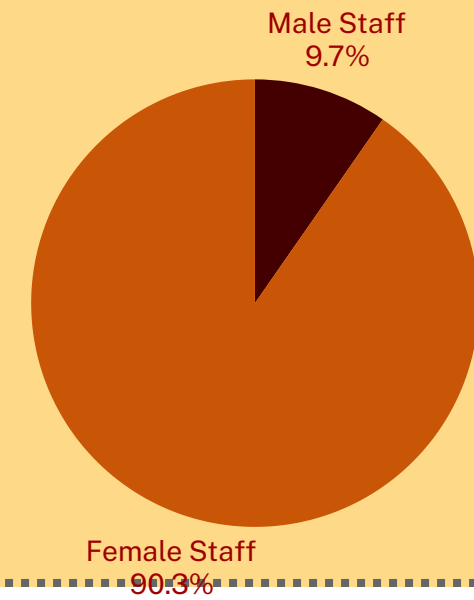
QUARTILE: LOWER

Total Employees	31
No. Female Staff	24
No. Male Staff	7



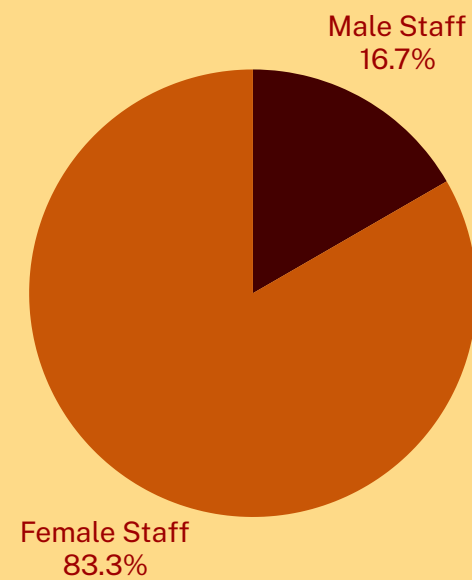
QUARTILE: LOWER MIDDLE

Total Employees	31
No. Female Staff	28
No. Male Staff	3



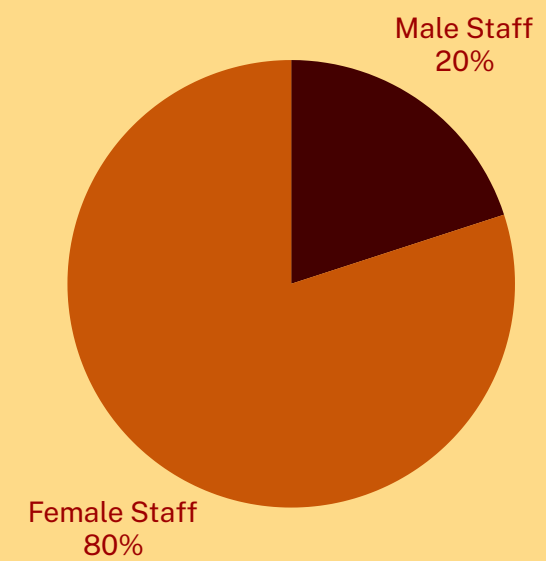
QUARTILE: UPPER MIDDLE

Total Employees	30
No. Female Staff	25
No. Male Staff	5



QUARTILE: UPPER

Total Employees	30
No. Female Staff	24
No. Male Staff	6



MEAN GENDER PAY GAP- PERMANENT PART-TIME STAFF

MEAN HOURLY RENUMERATION

TOTAL HOURLY PAY OF FEMALES	TOTAL HOURLY PAY OF MALES
€ 3,191	€ 715
TOTAL FEMALE EMPLOYEES	TOTAL MALE EMPLOYEES
102	21
AVERAGE HOURLY PAY	AVERAGE HOURLY PAY
€ 31.28	€ 33.32

MEAN GENDER PAY GAP

34.03-31.28	EQUALS	8%
31.28		

The above charts indicate that the mean average hourly pay of the total number of permanent part-time females working in Teagasc is €31.28. and the mean average hourly pay of the total number of permanent part-time males working in Teagasc is €33.32.

Therefore, the mean gender pay gap for permanent part-time staff is 8%.

MEAN GENDER PAY GAP- PERMANENT PART-TIME STAFF

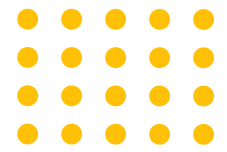
MEDIAN GENDER PAY GAP

MEDIAN FEMALE PAY € 28.06	37.12-28.06	EQUALS	24
MEDIAN MALE PAY € 37.12	37.12		%

The median hourly wage of permanent part-time females in Teagasc is €28.06 and the median hourly wage of permanent part-time males in Teagasc is €37.12.

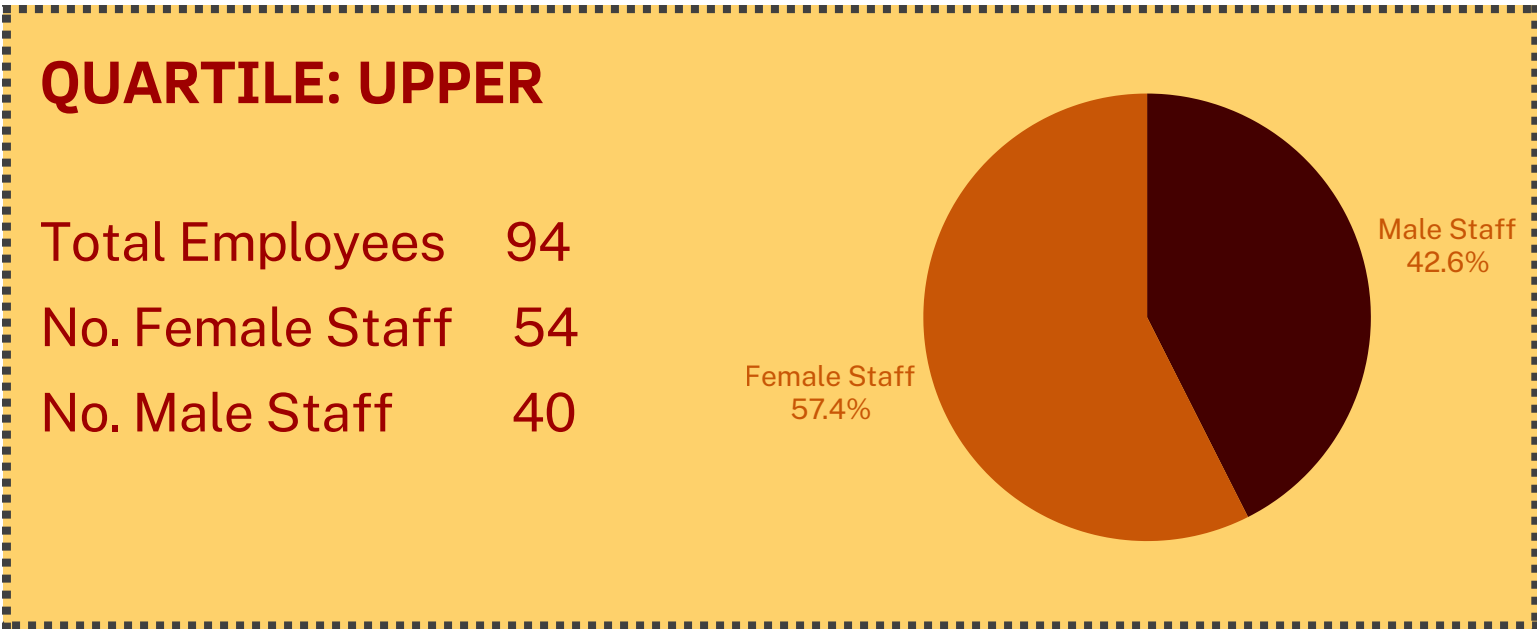
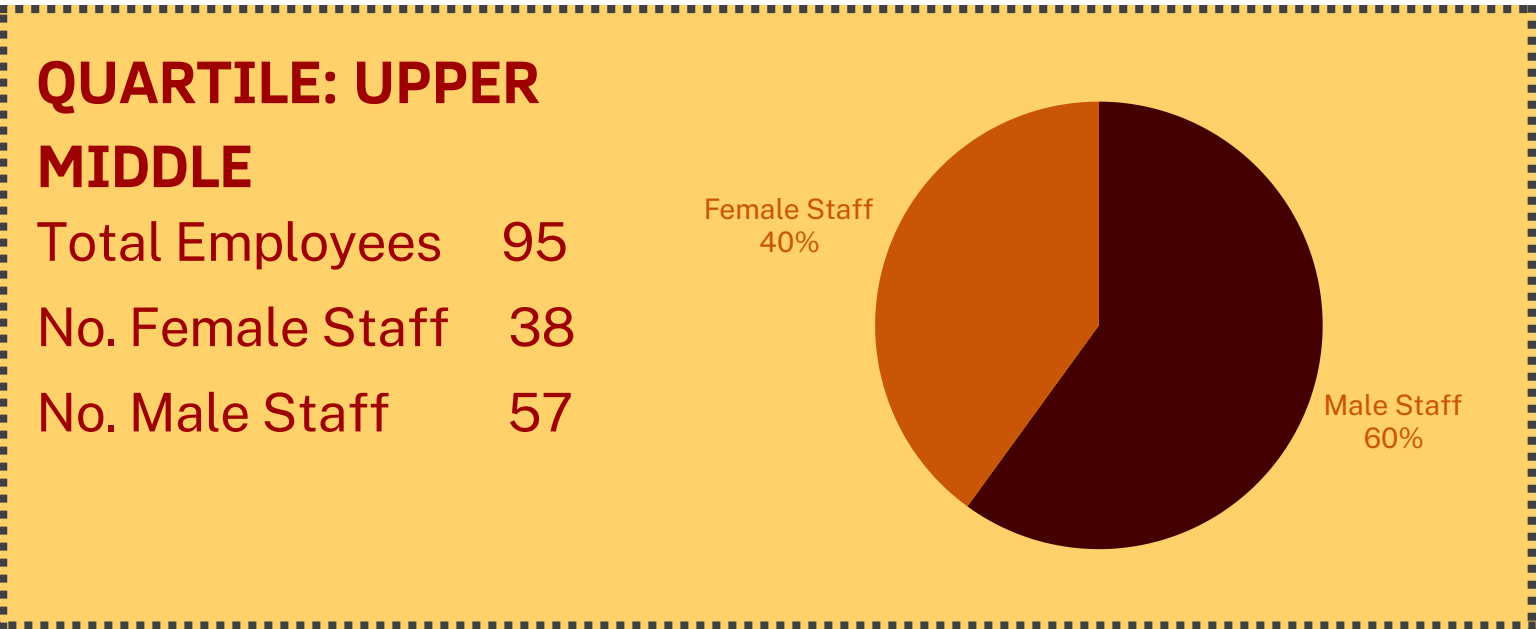
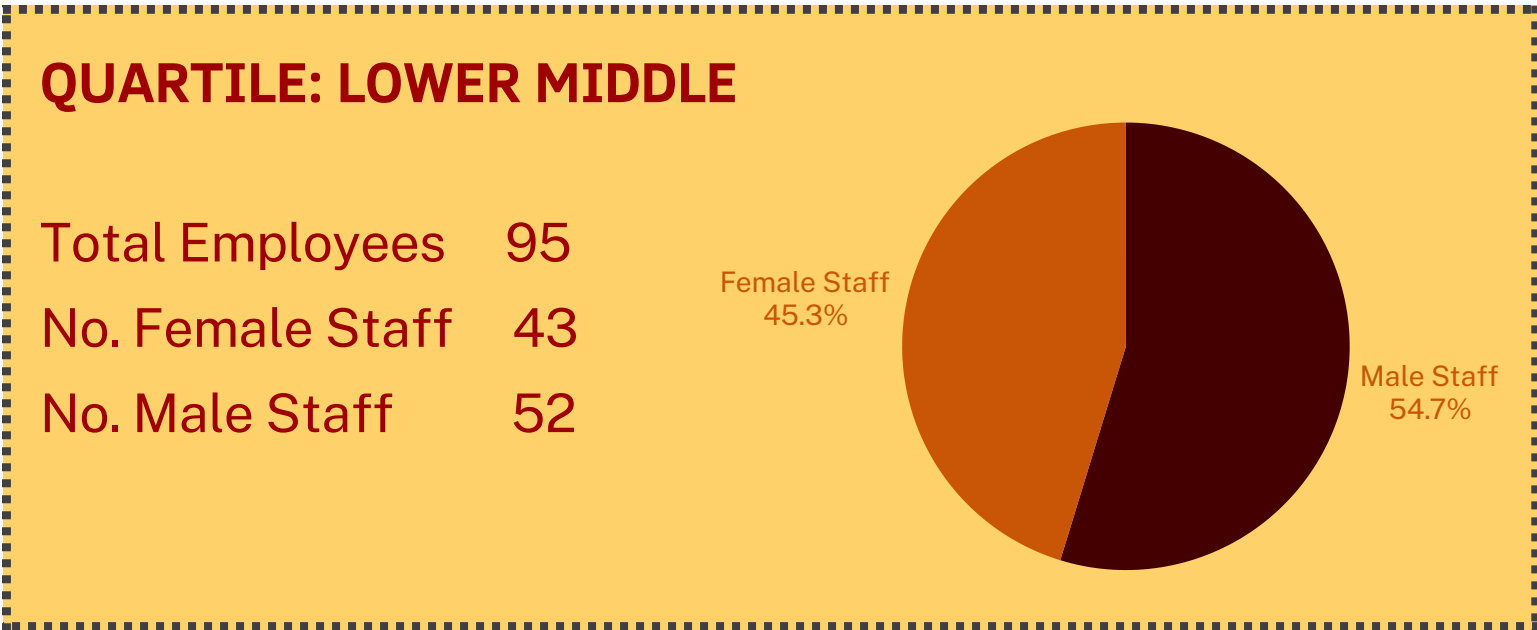
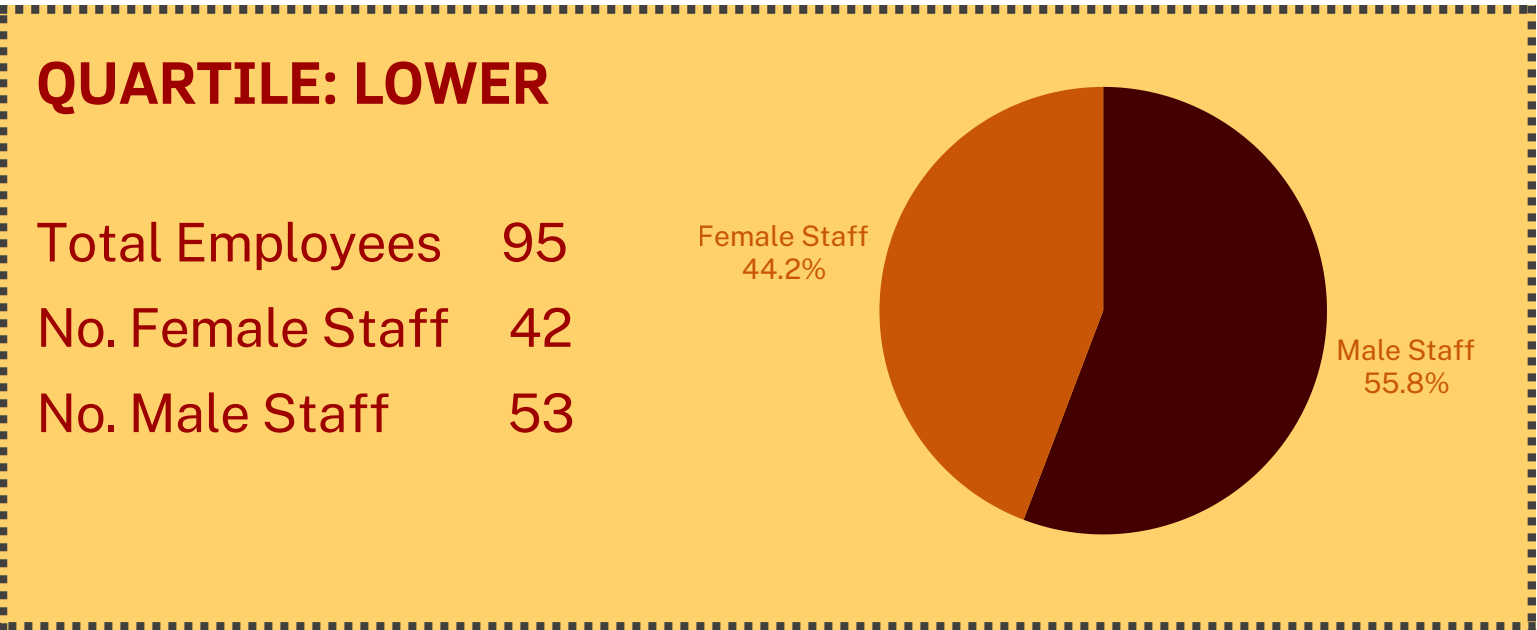
Therefore, the median gender pay gap is higher at 24%.





Fixed Term & Temporary Full-time Staff

The charts below show a breakdown of the male & female fixed term and temporary full-time staff per quartile, working in Teagasc on 30th June 2024



MEAN GENDER PAY GAP - FIXED TERM & TEMPORARY FULL-TIME STAFF MEAN HOURLY RENUMERATION

TOTAL HOURLY PAY OF FEMALES	TOTAL HOURLY PAY OF MALES
€ 4,427	€ 4,951
TOTAL FEMALE EMPLOYEES	TOTAL MALE EMPLOYEES
177	202
AVERAGE HOURLY PAY	AVERAGE HOURLY PAY
€ 25.01	€ 24.51

MEAN GENDER PAY GAP

24.51-25.01	EQUALS	-2.0%
24.51		

The above charts indicate that the mean average hourly pay of the total number of fixed term & temporary females working in Teagasc is €25.01 and the mean average hourly pay of the total number of permanent part-time males working in Teagasc is €24.51.

Therefore, the mean gender pay gap for permanent part-time staff is -2.0% in favour of females.

MEDIAN GENDER PAY GAP - FIXED TERM & TEMPORARY FULL-TIME STAFF MEDIAN GENDER PAY GAP

MEDIAN FEMALE PAY € 24.50	24.5-24.5	EQUALS	0%
MEDIAN MALE PAY € 24.50	24.5		

The median hourly wage of permanent part-time females in Teagasc is €24.50 and the median hourly wage of permanent part-time males in Teagasc is €24.50.

Therefore, the median gender pay gap is 0%.



Female Colleagues Progressing in Teagasc



Ridhdhi Rathore
Senior Researcher, Oak Park

Ridhdhi is originally from India, where she completed her undergraduate and master's degrees in Agricultural Science. In 2013, she joined Teagasc as a Masters Student with SETU to pursue a PhD studying the impact of agricultural practices on the oilseed rape microbiome. Towards the end of her PhD, in April 2018, Ridhdhi made a significant career transition from research into a corporate support role, joining the Teagasc Research Support Office as Project Manager for the prestigious Marie Skłodowska-Curie COFUND programme 'Research Leaders 2025'. This transition marked a pivotal moment in her career, broadening her expertise in research management, coordination, and strategy. In 2020, Ridhdhi transitioned to a permanent role as a Research Officer in the same office, providing guidance to Teagasc researchers applying for national research funding while continuing to manage the Research Leaders 2025 project. In 2025, Ridhdhi was promoted to Senior Research Officer, providing strategic support on both national and European funding. She believes that embracing change and stepping beyond one's comfort zone can open new opportunities for growth – a philosophy that continues to guide her journey at Teagasc.



Kate Solon
**Assistant Principal (Equine),
Kildalton College**

Kate began her career at Kildalton College in 2015 as an Equine Teacher, initially covering a maternity leave, and secured a permanent role shortly afterwards. She has taught a range of subjects including Anatomy and Physiology, Young Horse Breaking and Training, and Stable and Yard Routine, while also managing loan horses and coordinating operational orders for the Equine Unit. While working with Teagasc, Kate achieved her Horse Sport Ireland Level 2 Coaching Qualification and BHS Stage 4 and Stage 5 certifications. In 2022, she completed the Teagasc LDP programme in DCU gaining insights into leadership and collaboration, and she expanded her international experience training at a dressage yard in Germany while on a short sabbatical. Upon returning to Ireland, Kate was appointed Assistant Principal (Equine). She is currently completing a Masters in Applied Sports Coaching at the University of Limerick and the Sport Ireland Coach Developer Course. Kate values the variety her job offers, combining her passion for horses with helping students achieve their potential. She also highlights the supportive culture at Teagasc, which has enabled her progression from a temporary teaching position to her current leadership role.



Siobhan McDermott
Business Delivery & Data Officer

Siobhán joined Teagasc as a temporary Administrator in the Technology Transfer Office in November 2020, after taking time out to care for her family. From the outset, she benefitted from Teagasc's supportive, knowledge-sharing culture, which provided a valuable foundation for her professional growth. In 2021, Siobhán was appointed to a permanent position as an Accounts Assistant in the Finance Department and, in 2022 was promoted to Research Support Administrator. This role expanded her experience in managing systems, collaboration and agreement administration, while she completed development programmes including Excelling in the Workplace, Leading from Within, and Research Contracts training. In 2023, Siobhán was again promoted to Business Delivery and Data Officer, working with colleagues and external organisations on data sharing agreements and is currently leading the development of Teagasc's new Customer Action Plan and Charter. The role continues to build her skills across the unit's various functions. She remains committed to continuous learning and leadership, recently graduating from the Leadership Development Programme.



DIVERSITY EQUITY & INCLUSION

————— Let's grow together —————



Fostering
RESPECT



Striving for
EXCELLENCE



Acting with
INTEGRITY