

Marlin Hotel - Gender Pay Gap Report 2025

The Gender Pay Gap Information Act 2021

The Gender Pay Gap is the difference in the average hourly earnings of men and women across the workforce, expressed as a percentage of average male earnings. It is important to note that the gender pay gap measures the overall pay difference between all men and all women. It does not compare pay between employees in the same roles, with the same working patterns, qualifications, or experience.

The Gender Pay Gap in Ireland remains lower than the EU average. Most recent data (2022-2023) show a gap of around 9-10% in national statistics, and approximately 11.2% among larger companies. The EU average is about 12%. We continue to pursue gender equality through training, education, and awareness, with a goal of narrowing the gap further in 2025/2026.

Statutory Reporting (covering June 1st, 2024 - June 1st, 2025)

Gender Breakdown: Female: 54.55%, Male: 45.45%

Mean Gender Pay Gap	5.64%
Median Gender Pay Gap	3.07%
Mean Gender Pay Gap - Temporary and Part Time Employees	0.61%
Median Gender Pay Gap - Temporary and Part Time Employees	1.92%
Proportion of Female Employees receiving a bonus	0%
Proportion of Male Employees receiving a bonus	2.5%
Mean Gender Bonus Gap	100%
Median Gender Bonus Gap	0%
Proportion of Female employees receiving BIK	0%
Proportion of Male employees receiving BIK	0%

Proportion of Male and Female Employees in each pay Quartile	Female	Male
Lower	68.19%	31.81%
Lower Middle	50%	50%
Upper Middle	40.9%	59.1%
Upper	59.1%	40.9%