Absolute Hotel
LIMERICK

GENDER PAY GAP REPORT 2026

Our Findings and Figures

What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly pay of men and women across an organisation, expressed as a percentage of average male earnings. It compares the pay of all men and all women and not just those in the same jobs, with the same working patterns or the same competencies, qualifications or experience.

The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap captures whether females and males are represented equally across the different levels of an organisation.

Why are we reporting?

The Gender Pay Gap Information Act 2021 requires all organisations with over 50 employees to report on their hourly gender pay gap across a range of metrics.

What is our snapshot date?

The snapshot date chosen was 28th June 2026 which means we reviewed the pay data from the previous 12 months, 30th June 2025 - 28th June 2026. Data was sourced from our payroll system and calculations were based on regulatory guidelines found here.

GENDER PAY GAP REPORT 2026

Our Findings and Figures

50%	Median Bonus Pay Gap
67.74%	% of males receiving bonus pay
62.16%	% of females receiving bonus pay
0%	% of males receiving BIK
0%	% of females receiving BIK

**We have no temporary employees

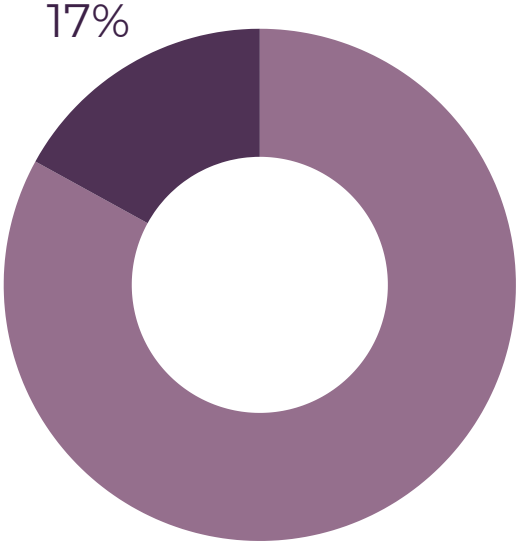
GENDER PAY GAP REPORT 2026

Our Findings and Figures

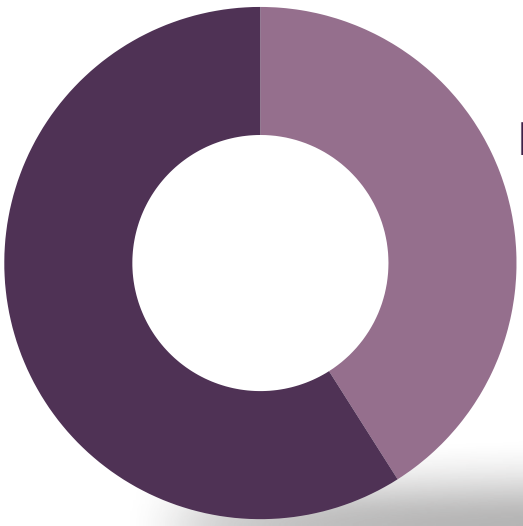
Lower Quartile



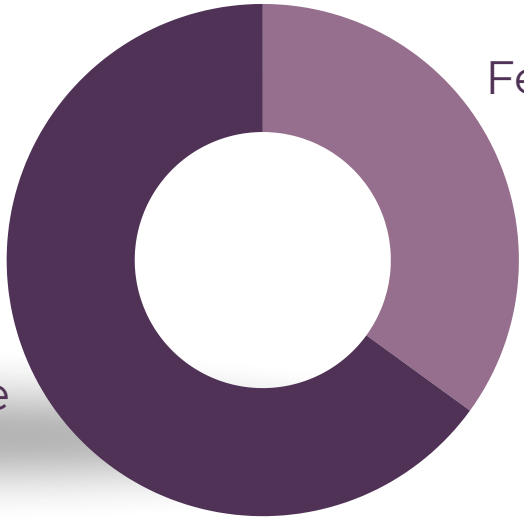
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



GENDER PAY GAP REPORT 2026

Our Findings and Figures

3.76%	**Mean Gender Pay Gap**
3.33%	**Median Hourly Pay Gap**
1.42%	**Mean Hourly Pay Gap** (part-time employees)
1.9%	**Median Hourly Pay Gap** (part-time employees)
10.37%	**Mean Bonus Pay Gap**

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Findings & Action Plan

Gender Pay Gap

Our mean gender pay gap is 3.76%. This is primarily influenced by the distribution of employees across different pay levels within the hotel. Men account for 65% of employees in the highest pay quartile, while women account for 35%. This higher representation of men in higher-paid roles contributes to the overall gender pay gap.

Women are more highly represented in the lower pay quartiles.

Our median gender pay gap is 3.33%. This indicates that there is little difference in hourly pay between male and female employees at the midpoint.

Mean Bonus Pay Gap

Our mean bonus pay gap is 10.37%, while our median bonus pay gap is 50%. This reflects differences in bonus outcomes between male and female employees during the reporting period.

A higher proportion of men are represented in higher-paid roles within the hotel, which influences bonus outcomes. Bonus participation rates are broadly similar, with 67.74% of men and 62.16% of women receiving a bonus.

GENDER PAY GAP REPORT 2026

Findings & Action Plan

Action Plan

- Continue with our commitment to gender equality in terms of opportunity, recruitment, development and progression.
- Monitor gender representation across all levels of the organisation, particularly within supervisory, management and senior roles.
- We will provide training to the key recruitment personnel on ‘Diversity, Inclusion and Unconscious Bias’.
- Continue to monitor gender pay gap data annually to identify any emerging trends and continue to promote gender balance across all levels of the organisation.
- Encourage females to progress, take part in training programmes on offer by the company and pursue managerial and supervisory positions.