Gender Pay Gap Report 2026

Moroney Electrical Contractors Kilkenny Ltd. is committed to promoting fairness, transparency, and equality within our workplace. As part of this commitment, and in line with the requirements of the **Irish Gender Pay Gap Information Act 2021**, we are pleased to publish our Gender Pay Gap Report for 2026.

This report outlines the differences in average earnings between male and female employees across our organisation. It is important to note that the gender pay gap is not a measure of equal pay. Equal pay refers to men and women receiving the same pay for performing the same or similar work. The gender pay gap, on the other hand, reflects the broader distribution of genders across different roles, levels, and pay bands within the company.

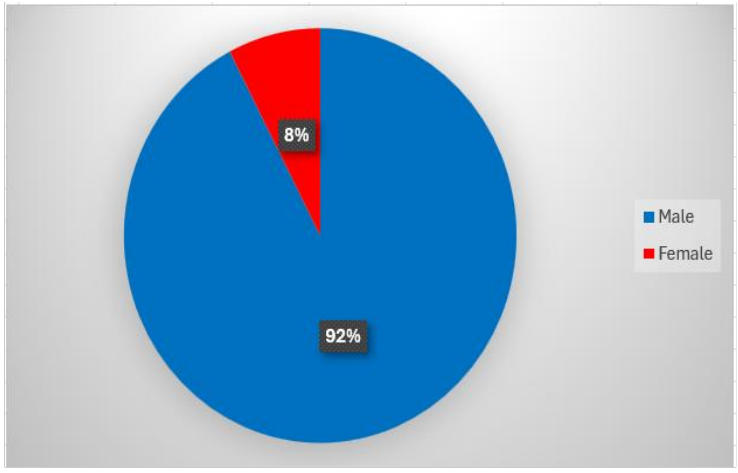
Our analysis includes:

- The mean and median hourly gender pay gaps
- The mean and median bonus pay gaps
- The percentage of male and female employees receiving bonus pay
- The distribution of male and female employees across four pay quartiles

---

At Moroney Electrical Contractors Kilkenny Ltd., we recognise the importance of understanding the factors that contribute to our gender pay gap and using this insight to guide meaningful action. We remain committed to supporting career development, encouraging diversity within the electrical trade, and ensuring that our workplace is inclusive and supportive for all employees.

This Gender Pay Gap Report is based on the data as at 26th June 2026. Our workforce at the snapshot date consisted of 118 employees – 109 males and 9 females.



Gender Pay Gap Report 2026

The table set out below has been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021. The mean is the average point for all female and male employees and the median is the midpoint. Where the result is shown as a plus number, the male rate is higher, where it is shown as minus number the female rate is higher. The table also shows bonus pay gaps and the proportion of male and female employees across different pay quartiles.

Mean Gender Pay Gap Full Time Employees	0.81%
Median Gender Pay Gap Full Time Employees	5.01%

Across all employees, the mean hourly pay gap is 0.81%, meaning that women earn, on average, 0.81% less per hour that men. The median hourly gender pay gap is 5.01%. A part-time pay gap cannot be calculated because there are no female part-time employees.

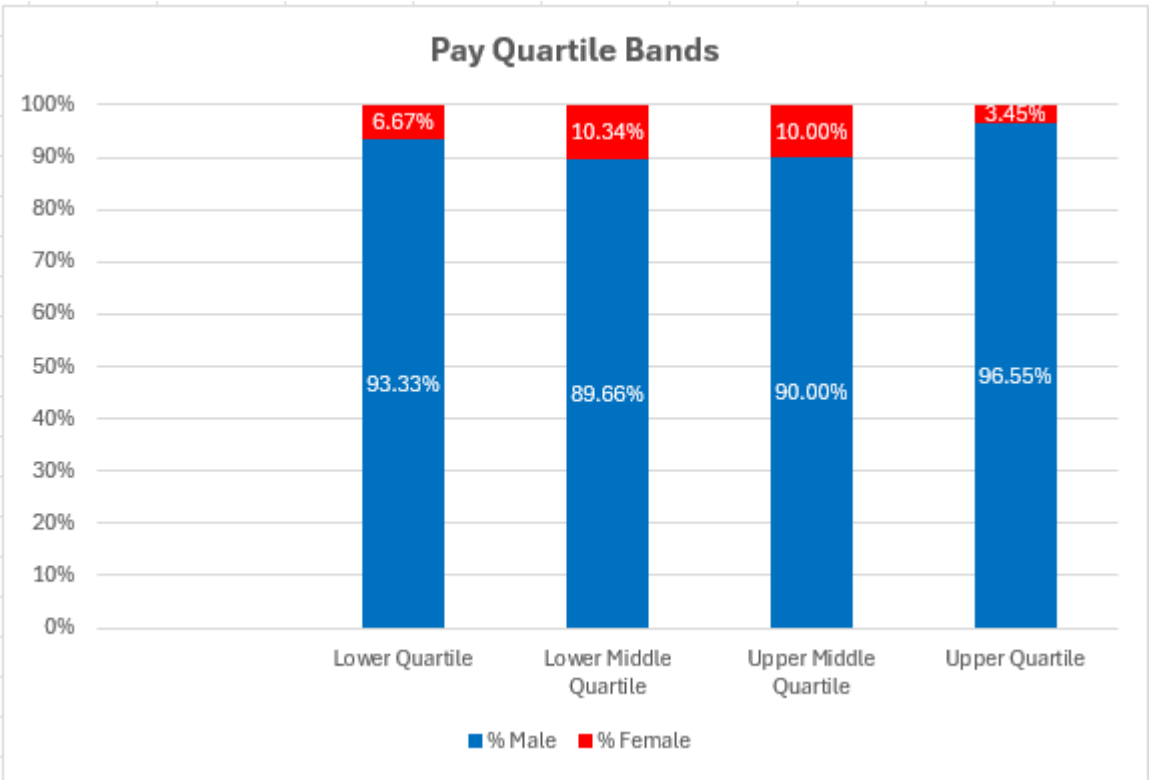
Mean Bonus Gender Pay Gap	-9.43%
Median Bonus Gender Pay Gap	-50.00%
Proportion of Males receving a bonus payment	77.06%
Proportion of Females receving a bonus payment	77.78%

The mean bonus gender pay gap is -9.43%. The negative gap indicates that women received higher average bonus payments during the reporting period.

The median bonus gender pay gap is -50.00%. Both the mean and median bonus measures therefore favour female recipients.

Bonus participation was similar for men and women. A bonus was received by 77.06% of male employees (84 of 109) and 77.78% of female employees (7 of 9).

Gender Pay Gap Report 2026



The distribution of male and female employees across the pay quartiles in 2026 reflects the predominantly male workforce within the organisation. In the lower quartile, women represent 6.67% of employees, compared with 93.33% men. Female representation is highest in the lower middle quartile, where women account for 10.34% of employees and men account for 89.66%.

In the upper middle quartile, women represent 10.00% of employees, compared with 90.00% men. Female representation is lowest in the upper quartile, where women account for 3.45% of employees and men account for 96.55%. These figures show that women remain underrepresented across all pay quartiles, particularly within the highest-paid group.

Gender Pay Gap Report 2026

Our plan to bridge the gender pay gap

Our 2026 results show an improvement on the previous year. The mean hourly gender pay gap has narrowed from 9.4% to 0.81%, while the median gap has reduced from 12.9% to 5.01%. We recognise, however, that further work is needed to improve female representation across the organisation, particularly in higher-paid roles.

Over the coming year, we will focus on the following actions:

- Encourage female applicants across all areas of the business, including electrical apprenticeships, through more inclusive recruitment and communications.
- Provide training, mentoring and development opportunities to support women's career progression.
- Review our pay and bonus processes to ensure decisions are fair, transparent and consistently applied.
- Support managers in creating an inclusive working environment where all employees have opportunities to progress.
- Consider flexible working arrangements where practical and support employees balancing work with parenting or caring responsibilities.
- Regularly review recruitment, promotion, retention and pay data to monitor progress and guide further action.