

A close-up photograph of a woman with long dark hair, wearing glasses and a dark turtleneck sweater. She is smiling broadly, looking towards the right side of the frame. Her hands are visible in the foreground, resting on a desk. The background is dark and out of focus, showing some architectural lines and warm light sources.

Infosys[®]

Infosys BPM, Ireland

Gender Pay Gap Report 2024

This is the third gender pay gap report by Infosys BPM in Ireland. We are pleased to report that our gender pay gaps continue to remain low. These figures reflect our commitment to foster an inclusive workplace where everyone can thrive, and advance based on merit.

While our pay gaps remain low, we recognise that gaps alone do not tell the whole story. This report provides an updated view of our gender pay gap statistics for 2024, explores the factors behind these gaps, and outlines the steps we are taking to further support women and increase gender diversity at all levels, particularly in senior roles. While we are encouraged by our continued low gaps, we ensure not to be complacent by making Infosys BPM Ireland a place where all employees can attain their full potential, without barriers.

Gender pay gap vs equal pay

Gender pay gap and equal pay are two concepts which are very different.

Gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonuses of the total workforce. Gender pay gap does not take into account the fact that the “average” men and women may be doing very different roles. Gender pay gap suggests demographic imbalance at workplace.

On the other hand, equal pay is about ensuring that men and women doing the same work, or work that is of equal value, receive equal pay.

Our gender pay gap figures for 2024

Our figures as at 30 June 2024 are below.

Statistic	2024
Mean pay gap	2.2%
Median pay gap	0.3%
Mean pay gap (part time employees only)	2.0%
Median pay gap (part time employees only)	2.5%
Mean pay gap (temporary employees only)	-5.0%
Median pay gap (temporary employees only)	-0.2%
Mean bonus gap	26.8%
Median bonus gap	1.5%
Proportion of men that received bonus	66.7%
Proportion of women that received bonus	60.7%
Proportion of men that received BIK	2.6%
Proportion of women that received BIK	2.3%
Lower quartile (percentage women)	47.1%

Lower-mid quartile (percentage women)	41.2%
Upper-mid quartile (percentage women)	44.8%
Upper quartile (percentage women)	40.8%

Reasons for our gender pay gaps

Our pay gaps are low because we have a broadly even spread of men and women in our workforce.

Around 40% of our workforce are women, and they occupy around 40% of all roles. Our pay gaps are also affected by the fact that we employ a large number of process executives and have a broadly even split of men and women (898 men and 699 women). This explains our very low median pay gap.

However, there is a slight underrepresentation of women among the highest-level roles (6 and 7). In these, just 31% (6 out of 19) and 25% (2 out of 8) are women at levels 6 and 7 respectively. Because these are higher paid roles, this explains why our mean pay gap is slightly higher at 2.2%.

Measures to reduce our gender pay gaps

We have a range of measures that have been helping to attract and retain diverse talent at Infosys BPM, in turn helping us keep our gender pay gaps low. These measures are targeted towards the reasons that we have identified as contributing to the gaps – proportionately fewer women in experienced roles. We are confident that, over time, our gaps will continue to stay low.

1. Recruitment

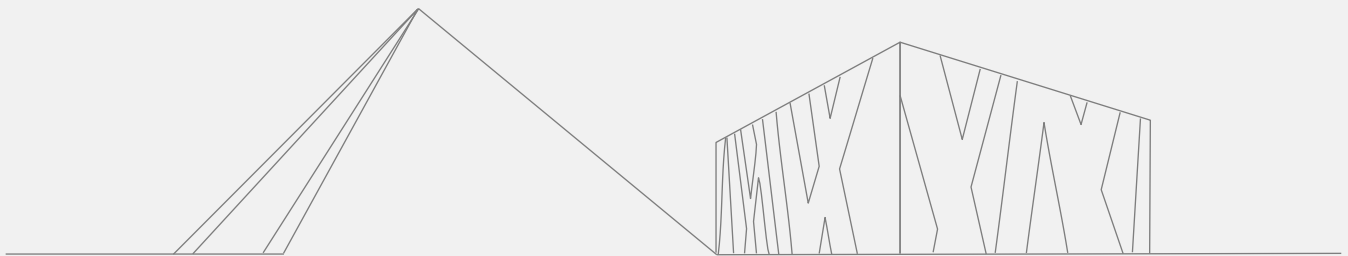
We are exploring feasibility of a range of initiatives.

- Last year we stated that we have partnered with a prominent recruitment agency which was awarded Gold status in the Investors in Diversity (IiD) accreditation by the Irish Centre for Diversity. This partnership has ensured that we are better placed to reach and optimize the widest possible talent pool. We have also partnered with Generation Ireland who are an independent nonprofit founded in 2014. Their aim is to reintroduce unemployed people into the workforce by providing training and mentorship.
- We have completed development of the dual branded microsite with our partner; this microsite provides better visibility into our open roles. We are also committed to continuously evolving the microsite by adding new features. We support diversity, equity and inclusion for everyone. We will explore forums where we can advertise our roles to enhance application rates.
- While we continue to train our hiring managers on our competency based interviewing methodology, we have also added modules focused on removing unconscious bias. To date, 105 hiring managers have been trained on competency-based interviewing program virtually as well as via instructor-led sessions

2. Retention and promotion

In addition to the initiatives mentioned above, we will be taking further steps on retention and promotion, as given below.

- We will continue to focus on internal mentoring, sponsorship, and networking opportunities. Since 2023, we have developed an internal mentoring scheme, which continues to date.
- We are also committed to providing flexibility at workplace through initiatives such as part-time jobs and remote working. We will also advertise senior roles as flexible/remote/part-time by default, as evidence shows this increases the number of women applicants.



For more information, contact infosysbpm@infosys.com



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