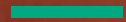




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# UNDERSTANDING THE GENDER PAY GAP





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# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap (GPG), is the difference between the average hourly earnings of men and women across an organisation.

GPG reporting analyses the average hourly rate for **all female** team members against the average hourly rate for **all male** team members, throughout the entire organisation.

Regulations in Ireland require all employers with 250 or more team members to report their Gender Pay Gap. This report will therefore include two legal entities: **HPE Ireland (inclusive of HP Galway) & HP Galway**





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# HOW DOES THE GENDER PAY GAP DIFFER FROM EQUAL PAY GAP?

The Equal Pay Gap (EPG) refers to any difference in pay between individual men and women who work at the same pay grade, in the same role, or with the same working arrangements.

EPG is analysed as a result of The Employment Equality Act 1998. This requires that men and women be paid the same for carrying out a job or work of equal value, for the same employer.

The Gender Pay Gap, is an average and thus does not consider grade, role or working arrangement.





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## **WHY IS THERE A GENDER PAY GAP?**

There are several important factors to consider when reviewing the Gender Pay Gap:

- There is a significant gender imbalance within the technology sector. This has a major impact on the attraction and retention of female talent for HPE Ireland.
- Discrepancy in the rates of career progression. There is a lower representation of female employees within the highest earning roles. The average hourly pay reflects this.
- Attrition of females within the middle or top quartiles of earnings has a disproportionate effect on the average hourly rates.

