Ireland 2022/23 Binary Gender Pay Gap Report

Google's mission is to organise the world's information and make it universally accessible and useful. Google Ireland employs approximately 5,500 people, and while we are all from different backgrounds with diverse talents, we all share this same mission.

We have long focused on promoting diversity and representation at Google, both globally and locally in Ireland, because we will only succeed in delivering on our mission if our workforce is as diverse as the communities we serve. We do this by supporting employees from various underrepresented groups in advancing their careers at Google. One of our goals is to increase the number of women in technical and leadership roles. As our gender pay gap data shows, this takes time. But we are committed to supporting women at all levels to progress their careers here.

Google's approach to ensuring equitable and fair compensation

When we calculate employee pay, we consider variables such as the market rate for a role, the level within the company, the location, and an employee's performance rating. While our systems are designed to be fair, we add an extra layer of scrutiny to ensure we're being fully equitable. We search for any unexplained discrepancies by gender and if we find any, we make upward pay adjustments before employees' compensation goes into effect. This helps us to prevent pay disparity, remove bias from our rewards system, and make sure that remuneration packages accurately reflect the individual efforts of those working with us. Ensuring fairness is a never-ending process, and our internal pay equity analysis is just one part of a larger effort to improve our diversity and inclusion at Google.

About the Ireland Binary Gender Pay Gap Report

Since 2022, companies in Ireland with 250 or more employees are legally required to publish and report specific figures about their binary gender pay gap. This report sits alongside Google's more extensive internal pay equity review process, conducted globally to identify any differences between groups of Googlers who are doing the same job at the same level. These analyses take into account factors that should legitimately impact pay like role, performance and tenure.

A note about Google in Ireland

The Google Ireland employee population sits across two legal entities: Google Ireland Limited (**GIL**) and Google Cloud EMEA Limited (**GCEMEA**), a smaller but growing part of Google Ireland's overall operations. Both entities employ more than 250 people, and we have an obligation to calculate and publish their individual binary gender pay gaps; however, it is worth noting GIL employs the vast majority of employees in Ireland. We have chosen to produce one report for the full Google Ireland site, reporting the figures for both Google legal entities.

Our 2023 binary pay gap data

The binary gender pay gap looks at two parameters: the **mean** and **median** hourly pay for men and women. We use the mean and median pay of men as the baseline and compare the pay for women against this.

- The **mean** gender pay gap calculation shows the difference between the average hourly rates of pay that men and women receive.
- The **median** gender pay gap tells us more about the variation in pay between men and women by stacking our pay data and comparing the midpoint of pay for men and women.

Note: The binary gender pay gap analysis does **not** account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity. The binary gender pay gap report also does not look beyond binary gender identification so does not include all employees at Google.

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Mean and median hourly pay gap for full time, part time and temporary staff in 2023

	Google Ireland Limited			GCEMEA
	All Staff	Part time	Fixed term (Temporary)	All staff
Mean	**7%** *(5% 2022)*	**-2%** *(-10% 2022)*	**3%** *(3% 2022)*	**-27%** *(-27% 2022)*
Median	**9%** *(8% 2022)*	**1%** *(-9% 2022)*	**27%** *(-4% 2022)*	**18%** *(23% 2022)*

Note: a) pay of men is used as baseline and women's pay is compared against this. b) we are unable to calculate the part time and temporary gender pay gaps for GCEMEA because of insufficient data (we would need at least one woman and one man working on a part-time contract and one woman and one man working on a temporary contract on the snapshot date).
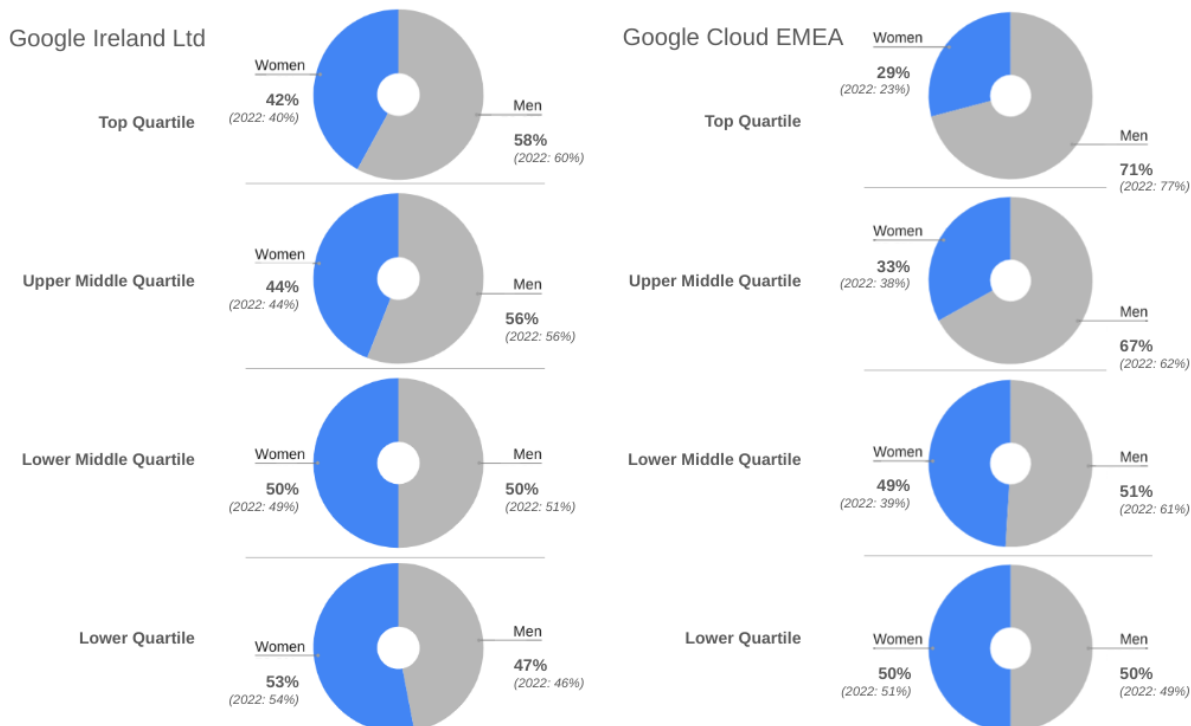
Reasons for our binary gender pay gaps

The mean and median pay gaps of 7% and 9% respectively for Google Ireland Limited are driven by the lower representation of women and higher representation of men in senior leadership and technical roles, which attract higher market rates of pay. This is not unusual in our industry, and we remain committed to reducing the binary gender pay gap by ensuring we have effective initiatives underway to support women's progression at Google.

Given the methodology and size of the data set, we anticipate small swings each year. Our goal is to close these gaps over the long term via our representation efforts.

For GCEMEA, our median pay gap of 18% is in favour of men, reflective of a higher percentage of men in management and technical roles, while the mean at -27% is in favour of women, reflecting our success in increasing representation of women in key senior leadership positions.

Pay quartiles

Google Ireland Ltd

Top Quartile — Women 42% *(2022: 40%)* — Men 58% *(2022: 60%)*

Upper Middle Quartile — Women 44% *(2022: 44%)* — Men 56% *(2022: 56%)*

Lower Middle Quartile — Women 50% *(2022: 49%)* — Men 50% *(2022: 51%)*

Lower Quartile — Women 53% *(2022: 54%)* — Men 47% *(2022: 46%)*

Google Cloud EMEA

Top Quartile — Women 29% *(2022: 23%)* — Men 71% *(2022: 77%)*

Upper Middle Quartile — Women 33% *(2022: 38%)* — Men 67% *(2022: 62%)*

Lower Middle Quartile — Women 49% *(2022: 39%)* — Men 51% *(2022: 61%)*

Lower Quartile — Women 50% *(2022: 51%)* — Men 50% *(2022: 49%)*

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Percentage of men and women receiving a bonus

Google Ireland Limited

100% of women received a bonus *(94% in 2022)*
100% of men received a bonus *(96% in 2022)*
99% of women received Benefit in Kind *(94% in 2022)*
99% of men received Benefit in Kind *(94% in 2022)*

Google Cloud EMEA

100% of women received a bonus *(92% in 2022)*
100% of men received a bonus *(92% in 2022)*
100% of women received Benefit in Kind *(95% in 2022)*
100% of men received Benefit in Kind *(96% in 2022)*

Bonus pay gap

	Google Ireland Limited	GCEMEA
Mean	**14%** *(2022: 14%)*	**-72%** *(2022: -73%)*
Median	**14%** *(2022: 11%)*	**15%** *(2022: 32%)*

Measures underway to reduce the gender pay gap

Our internal programmes to promote representation of women at all levels include:

1. **Increasing the pipeline of women in our hiring efforts**
   We set far-reaching goals to ensure that the hiring pipeline for every role and level is representative of the external talent pool. We are working hard to drive equity into every stage of the hiring process, from our initial candidate engagement, to monitoring each stage of the process. In recent years we've put in place measures to mitigate bias, drive inclusive hiring practices and help ensure a diverse talent pool. We continued to invest in inclusive recruiting, and established the EMEA DEI Recruiting team in April 2021 to focus on strategy and programmatic efforts - with a sub-team dedicated specifically to increasing representation of Women in Tech.

2. **Improving retention and progression of women in the workplace**
   As soon as Googlers begin their careers at the company, we focus on the Noogler (new Googler) community with events that drive networking and sponsorship, building connections across our community and helping women integrate into the company. Each of our Ireland leaders are accountable for their team's DEI progress and have their performance measured on the steps they're taking to attract, promote and retain women and other Googlers from underrepresented groups. Our EMEA DEI Leadership Council helps drive accountability throughout the business. Throughout Googlers' careers, we take a rigorous and systematic approach to performance evaluation, promotion and progression to ensure equity is at the heart of all of our processes.

3. **Promoting a culture of belonging for women, and for everyone at Google**
   We're passionate about creating an inclusive culture where women can thrive, and we know that our internal culture is a key driver of this. Our Googlers engage with extensive coaching programs and mentorship programs; women's empowerment events and initiatives, sponsorship and more. Moreover our dedicated employee resource group (ERG), Women@Google, supports the development of an inclusive culture for women through a lens of intersectionality to thrive at Google and beyond. The network promotes programmes that amplify women's voices and equip them with the tools they need to support their development and own their careers.

4. **Our industry efforts to increase women's representation in technology**
   We also acknowledge that Google cannot solve the representation issues alone, and a concerted industry level effort is required to ensure more pathways into technology fields for women in Ireland. We invest heavily in external programmes to highlight and promote STEM education for women and girls, including through workshops, networking events and partnerships with external organisations such as iWish and Code Plus. Our Generation Google Scholarship, created by our Engineering team for Women studying Computer Science in Irish universities, is now in its fourth year.

Our commitment to gender equity and representation

As a company, we know that our best work happens when our workforce reflects the world around us, and when we create a culture at work where everyone feels they belong. We'll continue to hold true to these beliefs and increase representation across the company through our talent engagement and community outreach efforts. You can see our progress and learn more about our efforts to improve representation, hiring, and attrition at diversity.google.com.