



**Gender Pay Gap Information Act 2021 | Reporting Requirements 2022**

The following demonstrates Horse Racing Ireland’s pay gap for 2022

Horse Racing Ireland	All	Part Time	Temporary
Pay	Mean Gap 0.76%	Mean Gap -54.3%	Mean Gap -4.7%
	Median Gap 0.09%	Median Gap -35.5%	Median Gap -0.99%
Performance Bonus	N/A	N/A	N/A

**Gender Representation**

Horse Racing Ireland	2022 Female 	2022 Male 
Full Time	45%	55%
Part Time	78%	22%
Temporary	45%	55%