Accord CLG
Gender Pay Gap Report

12 Months to June 2026

Compliance Statement

This report has been prepared with reference to the Gender Pay Gap Information Act 2021 and the associated regulations. It presents the 2026 hourly pay gap figures and pay quartile distribution supplied for Accord CLG, together with an explanation of the results and actions proposed to address the factors that may contribute to the gaps.

Summary of Gender Pay Gap Metrics

Metric	Men	Women
Mean hourly pay	€32.85	€25.74
Mean hourly pay gap	22%	
Median hourly pay	€26.56	€21.20
Median hourly pay gap	20%	
Mean hourly pay – part-time employees	€31.50	€25.13
Mean hourly pay gap – part-time employees	20%	
Median hourly pay – part-time employees	€26.13	€20.41
Median hourly pay gap – part-time employees	22%	
Mean hourly pay – full-time employees	€44.28	€30.28
Mean hourly pay gap – full-time employees	32%	

Hourly Pay Quartiles

Pay quartile	Male	Female
Upper	30.43%	69.57%
Upper middle	24.00%	76.00%
Lower middle	25.00%	75.00%
Lower	0.00%	100.00%

Explanation of Gender Pay Gap

Overview

The 2026 figures show a mean hourly pay gap of 22% and a median hourly pay gap of 20%. The mean gap is 20% among part-time employees and 32% among full-time employees.

Reasons for the Gender Pay Gap

- The overall mean and median gaps indicate that, on average, men in the reporting population receive higher hourly pay than women. The larger mean gap among full-time employees (32%) than among part-time employees (20%) suggests that differences in the composition of full-time roles, grades, responsibilities or tenure may be relevant.

- Women account for 69.57% of employees in the upper pay quartile and form the majority of each of the four quartiles. They represent 100% of the lower quartile in the data provided.

Measures to Address the Gap

1. Review pay and progression by role and grade: examine the distribution of men and women across grades, management and specialist roles, and compare pay within comparable roles.
2. Support fair access to progression: review recruitment, promotion and development processes to ensure that opportunities and criteria are transparent and accessible to all employees, including part-time employees.
3. Monitor outcomes annually: compare the same metrics year on year and use role, grade and progression analysis to identify whether actions are having an effect.