



Indeed Ireland Operations Ltd

2025

Gender Pay Gap Report

# Foreword

by Brian Farrell, Vice President at Indeed,  
Board of Directors of Indeed Ireland Operations Ltd.

## At Indeed, inclusion and belonging are integral to our mission.

Indeed's mission to help all people get jobs can only be achieved through championing inclusion and belonging. Living our mission starts with how we build and support our own teams. Closing the gender pay gap is an essential part of this commitment. We are focused on meaningful, sustained progress and will continue to evaluate our actions in this area.

Irish organisations with 50 or more employees are required to publish their gender pay gap information, in line with the requirements of the Ireland Gender Pay Gap Information Act 2021 and Regulations. Applying the methodology set out under the Regulations<sup>1</sup>, Indeed Ireland's gender pay gap was 18.42% (mean) and 20.23% (median), over a twelve month period between 1 July 2024 - 30 June 2025. These figures show a reduction from last year's mean gap of 0.92 percentage points and a reduction in the median gap of 1.18 percentage points. When reviewing pay without including bonus pay, the mean gap between male and female employees at Indeed Ireland was 4.8%, down slightly from 5.3% the previous year.

The distribution of pay at Indeed means there are several high earners who pull up the mean percentages. As was the case for the period represented by last year's report, this year those high earners are disproportionately men. The primary cause of Indeed's gender pay gap in Ireland continues to be that there are more men than women in the highest job levels and in roles where the highest bonuses or commissions are earned, e.g. in functions such as Sales.

While we have seen improvement in some metrics, we recognise there is more work to do. We remain focused on addressing pay disparities across all levels of our organisation and providing transparency as we do so.

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**Brian Farrell,**  
Vice President at Indeed.

1. The Regulations which set out the detail on how these calculations will be made are published at the links below:  
[The Employment Equality Act 1998 \(section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)  
[The Employment Equality Act 1998 \(section 20A\)\(Gender Pay Gap Information\)\(Amendment\) Regulations 2024](#)

# Our Actions on Representation

In last year's report, we announced a number of actions to improve our gender representation. We continue to work to achieve a workforce that reflects our long term goals.

**Indeed's parent company, Recruit Holdings, has a global aspiration to achieve gender parity among senior executives, those in managerial positions, and total employees by FY2030.**

- In our Gender Pay Gap report in 2024, representation across Ireland was 51% female, 49% male. As of 30th June 2025, representation across Ireland has not changed. We will continue to focus on actions to move us closer to our goals, including increasing representation in higher-earning roles.

**In 2022, we announced a major upgrade to our parental caregiver leave**, with Indeed employees of all genders and gender identities, across all countries, now eligible to receive 26 weeks of fully paid Continuous Caregiver Leave.

- The enhanced Continuous Caregiver leave continues to be leveraged by employees and in the reporting period we have seen it utilised by 141 Ireland-based employees (55% URG). The term underrepresented gender class or URG includes cis women, trans women, trans men, non-binary people, and those who are otherwise marginalised.

## **Aperian Global**

- The cultural awareness platform Aperian was launched after a successful pilot in 2023. The platform houses tools that will help Indeedians gain insight into other cultures and help bridge gaps through building stronger relationships.

## **Inclusion Business Resource Groups (iBRGs)**

- Indeed will continue to make the investments that will enable us to drive systemic change in everything that impacts our people. Our Inclusion Business Resource Groups (among others Parents & Caregivers, Black Inclusion Group, Women at Indeed, All Generations Empowered) continue to act as a critical component to the business when it comes to driving concerted efforts towards inclusion and belonging. Leveraging their experience and unique insights is important when it comes to raising more awareness of issues that underrepresented groups face. iBRGs and our Global Engagement Program team are also working with teams across Indeed to design a workplace and future of work where *all* people can thrive.

### **Global Performance Enablement Process**

- The People Team implemented a new company-wide performance review design in 2024, aligning Indeed's organisations on an integrated and consistent process. By standardising performance evaluation, particularly the criteria and rating scale, the program aims to help employees understand how their performance is measured, mitigate bias in performance reviews, and promote equitable outcomes.

### **Gender Representation on Indeed Ireland's Board**

- To focus on our commitment to representation we appointed two female members to the Indeed Ireland Board in 2023, helping us strengthen our representation at a senior level. This helps contribute to a broader range of viewpoints informing our strategic direction, and aligns with our ongoing efforts to ensure our governance reflects the workforce and communities we serve.

The more we factor inclusion and belonging (core values of our company) into the way we build our own teams, the better our ability to deliver on our mission to help all people get jobs. The initiatives set out above have each been created with a view to ensuring our teams can and will reflect the jobseeker population we are serving.

**Footnote:** Throughout this report you will see binary and non-binary language, including the term underrepresented gender class (URG). Underrepresented gender class or URG includes cis women, trans women, trans men, non-binary people, and those who are otherwise marginalised. In the context of Indeed's efforts to achieve gender parity, URG is used to reference genders that are under-indexed and/or underrepresented in tech and at Indeed. Ireland Gender Pay Gap Information Act 2021 and Regulations require reporting in binary terms, which is reflected in our reporting.

# What is the Gender Pay Gap? How does it differ from Equal Pay?

## What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average pay men and women earn across the organisation. The Gender Pay Gap is primarily influenced by the representation of men and women across all role types and levels in the organisation. The Gender Pay Gap is not the same as equal pay. Equal pay (or “pay equity”) refers to men and women receiving equal pay for doing the same or similar jobs, which is a legal requirement. The presence of a gender pay gap within an organisation is not necessarily an indicator of equal pay issues, but rather, tends to relate to gender representation across different roles within an organisation.

## Our Gender Pay Gap

Under the Gender Pay Gap Information Act 2021 and Regulations, we are required to publish Gender Pay Gap metrics for Indeed Ireland’s employees, which will be outlined in the next section. We have chosen the 30th June 2025 as our snapshot date. An explanation of the required gender pay gap metrics can also be seen in the next section.

## Our Pay Equity

We continue to take intentional steps to drive gender pay equity – which means equal pay for equal work for those in the same or “like” roles – globally across our team, and our efforts have achieved strong results across base pay.

# Disclosure of Gender Pay Gap Data

## Our Gender Pay Gap metrics

**18.42%**

### Mean Gender Pay Gap

The difference between the mean (average) hourly rate of pay for female colleagues compared with the mean (average) hourly rate of pay for male colleagues.

**20.23%**

### Median Gender Pay Gap

Calculating the median Gender Pay Gap requires identifying the female colleague who sits in the middle of the female workforce in terms of hourly pay and comparing this with the male colleague who sits in the middle of the male workforce.

## Our Pay Gap figures – temporary and part-time employees

**15.23%**

### Mean Gender Pay Gap

*Temporary Employees*

**10.43%**

### Mean Gender Pay Gap

*Part-Time Employees*

Calculated on the same basis as the mean Gender Pay Gap, but for temporary or part-time employees only.

**25.64%**

### Median Gender Pay Gap

*Temporary Employees*

**28.1%**

### Median Gender Pay Gap

*Part-Time Employees*

Calculated on the same basis as the median Gender Pay Gap, but for temporary or part-time employees only.

Figures for temporary and part-time workers include paid interns. However, these figures are based on very small sample sizes <20 for both groups, meaning any small variations can have a big impact on the overall percentage figure. The overall majority of Indeed employees in Ireland are full-time.

## Our Bonus Pay Gap figures

**33.97%**

### Mean Bonus Pay Gap

Calculated on the same basis as the mean Gender Pay Gap, but considers bonus rather than hourly pay.

**41.36%**

### Median Bonus Pay Gap

Calculated on the same basis as the median Gender Pay Gap, but considers bonus rather than hourly pay.

**97.44%**

### males receiving a bonus

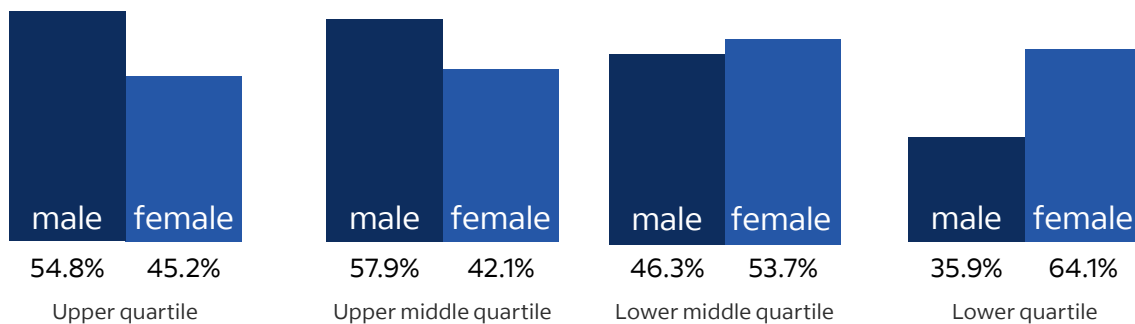
The proportion of the male / female workforce receiving a bonus

**95.66%**

### females receiving a bonus

## Pay Quartiles:

The proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each colleague from highest to lowest. The ranking is then divided into four equal quartiles and the proportion of male and female colleagues in each quartile is determined.



## Our Benefit in Kind figures

The figures below show the proportion of the male / female workforce receiving benefits in kind:

**96.71%**

Male

**97.57%**

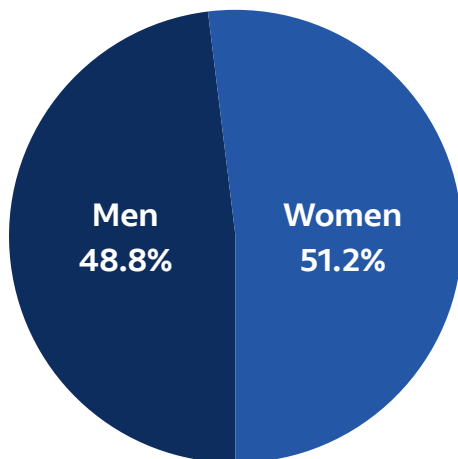
Female

## The Drivers of our Gender Pay Gap

Our analysis found the primary cause of Indeed's gender pay gap in Ireland to be related to lower representation of women in higher earning roles within the organisation:

- We have more men than women in roles (e.g., Sales) where the highest bonuses or commissions are earned.
- Indeed Ireland's senior leadership team (VP and above) does not include any women.

## Gender split at Indeed Ireland



**Men:** 550 employees (48.8%)

**Women:** 576 employees (51.2%)

# Indeed's Inclusion and Belonging Strategic Priorities

In recent years, we have focused on four key areas to drive sustainable change and have a lasting impact on our employees, our clients and jobseekers:

- 1 Operationalise Inclusion and Belonging:** Operationalise fairness and equity into the business through team-level data, insights, trends, action planning & scorecards for leadership accountability.
- 2 Remove bias & barriers:** We continuously evaluate and redesign processes with a lens of inclusion. We remain committed to equal pay and pay transparency, and fair and equitable processes that impact the full employee lifecycle.
- 3 Build inclusive teams & products:** We design campaigns, products and features that will resonate and be accessible by all jobseekers. We recognise that collective differences in perspective, backgrounds and ideas are what drive innovation and continue to create respectful, collaborative and psychologically safe environments.
- 4 Cultivate a sense of belonging:** The commitment to our mission is what brings us together. Indeedians connect based on shared interests, shared backgrounds, communities we are a part of, our immediate teams, office locations and through our global Inclusion Business Resource Groups (IBRGs). Our goal is to increase awareness of backgrounds so everyone can thrive.

## ***Spotlight on IBRGs: Women at Indeed, EMEA chapter***

The mission of *Women at Indeed* is to champion a culture of inclusion and intersectionality by providing a platform for advocacy, development, allyship training, and support for women and gender minorities at Indeed. Membership in *Women at Indeed* is open to all employees. The goal of *Women at Indeed* is for Indeed to model equity for all genders, within culture, opportunity, representation and product offering. *Women at Indeed* EMEA leads a series of events, forums and training modules alongside its global chapters, to support needs identified by its members.

# About Indeed

**Indeed Ireland** has over 1,000 employees, and is based in Capital Dock in Dublin. More people find jobs on Indeed than anywhere else. Indeed is the #1 job site in the world (Comscore, Total Visits, March 2025). With 615 million Job Seeker Profiles, people in more than 60 countries across 28 languages come to Indeed to search for jobs, post resumes, and research companies. Over 3.3 million employers use Indeed to find and hire new employees. Indeed is a subsidiary of Recruit Holdings, a global leader in HR technology and business solutions that is simplifying hiring and transforming the world of work.

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