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# Oracle EMEA Limited in Ireland Gender Pay Gap Report

This is Oracle Ireland's 2023 gender pay gap report. The statistics in this report relate to employees of Oracle EMEA Limited.

Publish date December 2023



# Introduction

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**For the second year in Ireland, all companies with 250 or more employees have an obligation to report their gender pay gaps.**

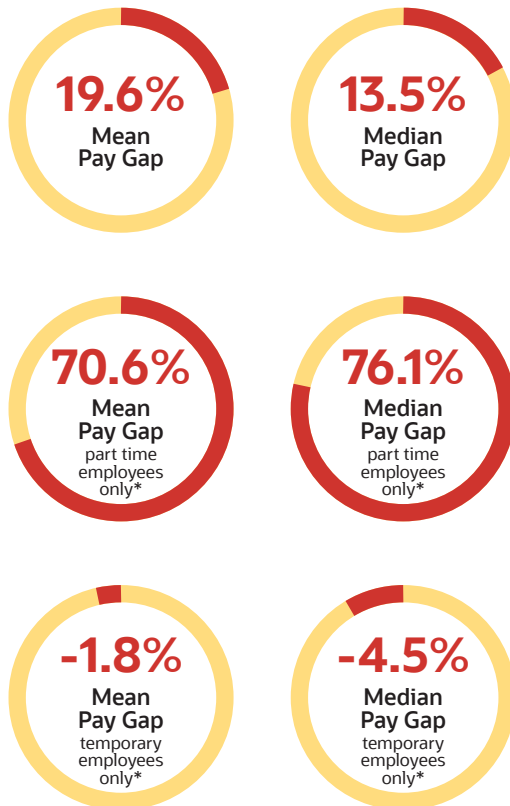
The concept of the gender pay gap is different from that of equal pay for equal work. Equal pay for equal work compares the compensation of men and women in an organisation performing the same or substantially similar work.

The gender pay gap, on the other hand, compares the compensation of men and women in an organisation, regardless of their work duties.

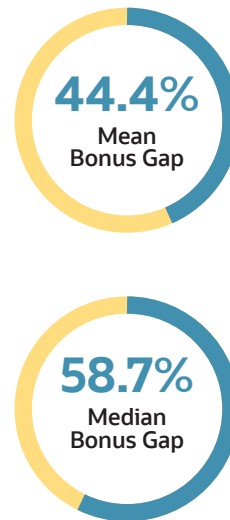
An employer that pays people equally for the same or similar work may still have a gender pay gap if, for example, men are better represented in higher paying roles and women are better represented in lower paying roles.

# 2023 figures

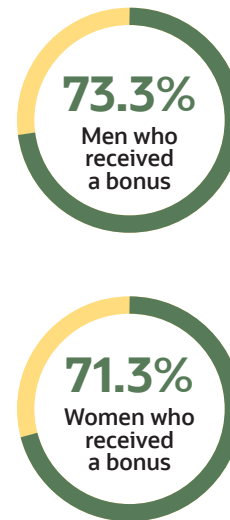
## Pay Gap



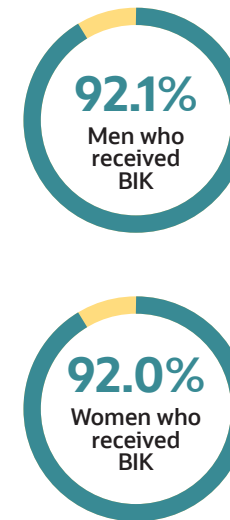
## Bonus Gap



## Proportion of men and women receiving bonus

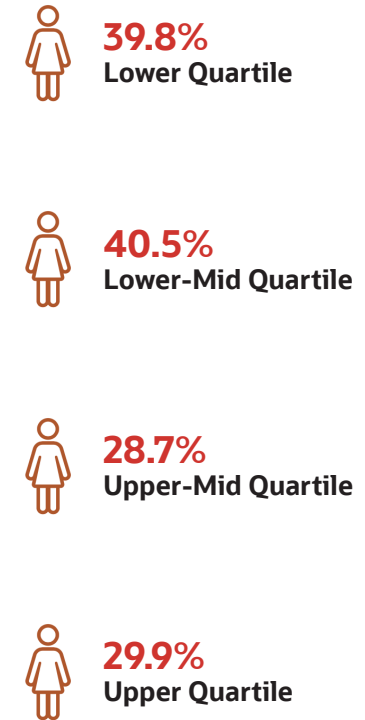


## Proportion of men and women receiving BIK



## Pay Quartiles

### Women



\*Part time % distortion due to lower representation at part time level

# What is behind the Oracle Ireland Gender Pay Gap?

**In the technology industry, there is a well-publicised gender imbalance across the employee population.**

Most higher paid jobs are filled by science, technology, engineering and maths (STEM) graduates and the STEM areas have traditionally attracted and retained more men than women (Recommendations on Gender Balance in STEM Education Report 8th March 2022 <https://assets.gov.ie/218113/f39170d2-72c7-42c5-931c-68a7067c0fa1.pdf>). As such, Oracle's Irish workforce is typical of the historic gender mix of these professional groups. This has led to a larger proportion of men in higher

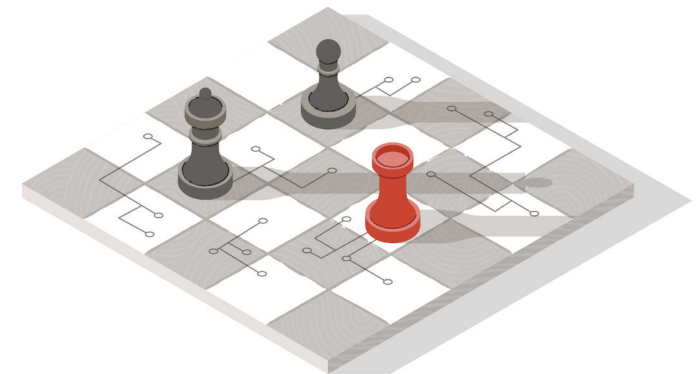
paid jobs, which is the primary contributing factor to the overall pay gap.

In Oracle Ireland, product development and sales roles continue to contribute a much larger amount of mean male pay than mean female pay. These two functions represent the majority of the overall headcount at Oracle Ireland. Greater gender diversity in these departments is required if we are to reduce our gender pay gaps.

Additionally, we have identified an imbalance of men and women in our more senior individual contributor roles. Nearly 1 in 3 men in Oracle Ireland work in these roles, compared to

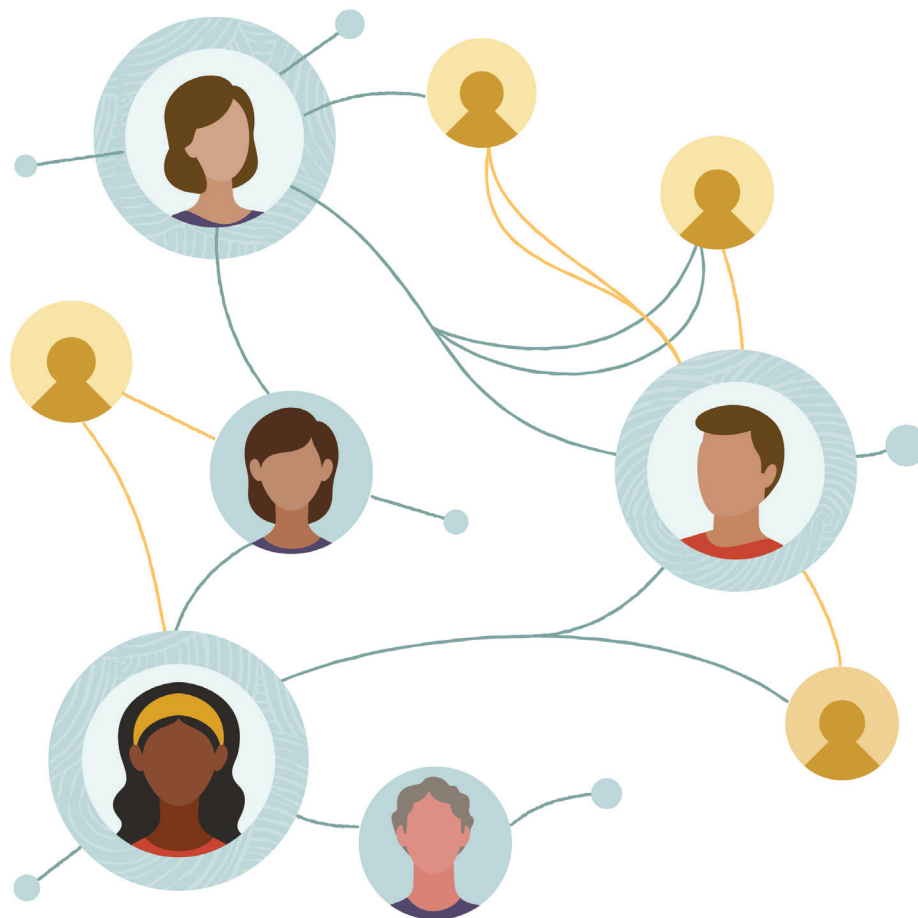
1 in 5 of all women. The high employee representation at these career levels also contributes to the median and mean pay gap. However, there has been a reduction in headcount compared to 2022 in senior individual contributor roles, which in turn has contributed to the reduction in the median pay gap for 2023.

Whilst a number of external factors impact Oracle's ability to improve its Irish gender pay statistics, the company remains committed to reducing its gender pay gap by keeping diversity and inclusion at its core.



# What measures are Oracle taking to address the gap?

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## 1. Oracle Women's Leadership (OWL)

The Oracle Women's Leadership programme offers female employees the opportunity to enhance skills and develop leadership potential. The objective is to engage and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

In October 2022, Oracle Ireland, ran a 6-month internal mentorship programme. 100% of programme participants would recommend the programme to a friend

with the most beneficial areas of the programme being network building, communications skills, and career development. Due to the success of the programme, the programme will continue for 3 years.

Commencing in October 2023, Oracle Ireland, powered by Oracle Women's Leadership and the Social Impact initiative, will run The Girls in STEM project in Ireland. This is an initiative for Oracle employees to work with a local all-girls Secondary School with the aim of encouraging the participation of girls in STEM subjects.

## 2. Flexible Benefits & Working

Oracle recognises the diverse lifestyles of its employees and the different stages they may be at in their personal and professional lives. Having a flexible benefits programme in Ireland allows all employees to choose benefits that reflect their current circumstances and priorities. Oracle appreciates the Irish workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with other caring responsibilities, a high proportion of whom are women.

**Oracle is constantly updating its views on flexible working to keep up to date with the evolving demands of its employees and the workplace.**

In April 2023, Oracle Ireland launched the EMEA Workplace Alignment Framework, which sets out the general principles, definitions and provisions intended for employees who work remotely either part time or full time to undertake business functions either from an Oracle office/Customer office or home office. The framework introduces flexibility and helps with the transition to a more definitive work arrangement model that provides for lines of business and employees to use the model based on several factors and considerations.

## Maternity & Adoptive Leave Pay

Oracle Ireland is making a positive change to the maternity and adoptive leave policies it offers employees. From 1 November 2023, women taking maternity leave will receive a company top up to their social welfare payment to 100% of base salary for the full 26 weeks of statutory maternity leave. Employees taking adoptive leave will receive a company top up payment to 100% of base salary for the full 24 weeks of statutory adoptive leave. We believe this change is important to ensure employees who plan to take this family leave are attracted to and retained in the organisation by being appropriately financially supported during this period.





### 3. Expanding our Transition Year Work Placement Programme year on year

In an effort to promote STEM careers for women, Oracle Ireland invites 50 Transition Year students onsite each year for a weeklong period of work experience. We plan to continue to develop this initiative and hope that Oracle is doing its part to positively influence students' choice of undergraduate degrees and the pipeline for future available female talent.

### 4. Recruitment & Enablement

Oracle Ireland has changed job advertisements to make them more gender inclusive. In 2023, this initiative was expanded further to ensure gender inclusivity and availability to our Hiring Managers.

In September 2023, Oracle Ireland held a diversity in hiring training programme for our people managers. This session complemented the existing diversity and inclusion (D&I) toolkit for managers.

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