

ORACLE

Oracle EMEA Limited in Ireland Gender Pay Gap Report

This is Oracle Ireland's 2022 gender pay gap report.
The statistics in this report relate to employees of Oracle EMEA Limited.



Gender pay gap vs equal pay

For the first time in Ireland, all companies with 250 or more employees must now report their gender pay gaps.

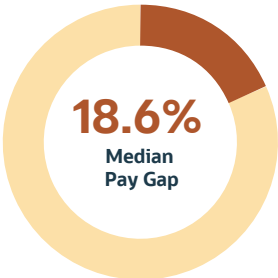
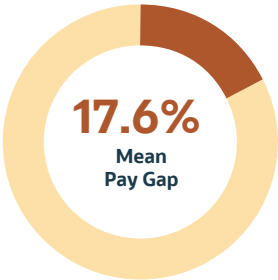
Oracle welcomes the introduction of this new legislation. We are committed to doing more to reduce our gaps and ensure all women can thrive at Oracle.

The concept of the gender pay gap is different from the concept of equal pay for equal work. Equal pay for equal work compares the compensation of men and women in an organization doing 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.

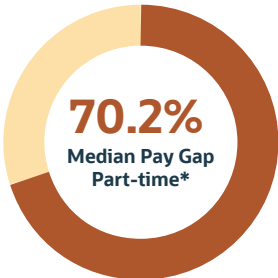
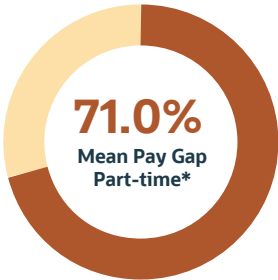
An employer that pays people equally for the same or similar work could still have a gender pay gap if, for example, men are better represented in higher paying roles and women are better represented in lower paying roles.

2022 Figures

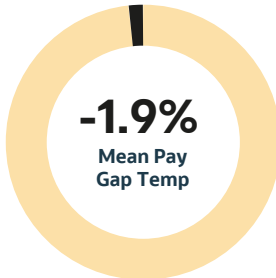
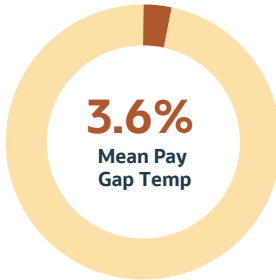
Full-time employees



Part-time employees



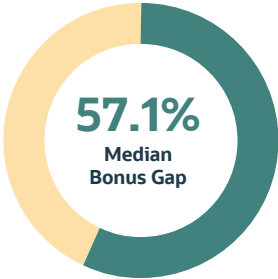
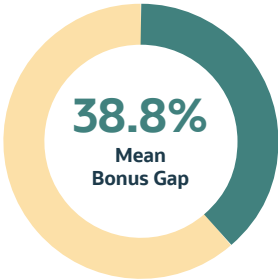
Temporary employees



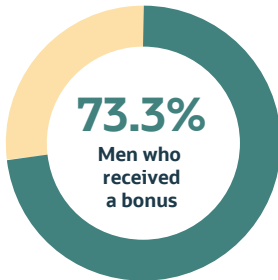
*Part time % distortion due to lower representation at part time level

Pay Quartiles

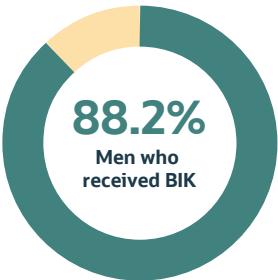
Bonus Gap



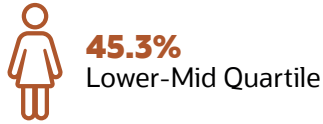
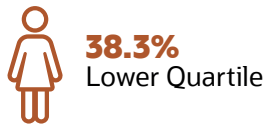
Proportion of men and women who received a bonus



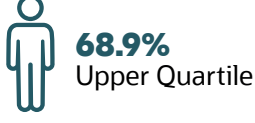
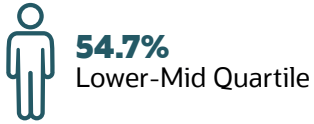
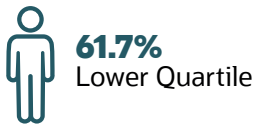
Proportion of men and women who received a BIK



Women



Men



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).

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 contribute a much larger amount of mean male pay than mean female pay. These two functions represent the majority of the overall headcount in Oracle Ireland.

Due to the fact that there is an imbalance of men and women in these departments, this contributes towards our gender pay gap. We need greater gender diversity in these departments if we are to reduce our gender pay gap.

Additionally, we have identified an imbalance of men and women in our more senior individual contributor roles. Nearly 1 in 4 of all men in Oracle EMEA Ltd. work in these roles, compared to less than 1 in 6 of all women. Due to the high employee population overall in these career levels (representing 21% of overall headcount) this is also contributing to the median and mean pay gap. We need to attract, promote, and retain more women to these roles.

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?

1. Oracle Women's Leadership (OWL)

Oracle's employees can connect to global networks and resources that support their personal and professional growth and inspire inclusion for all internal communities, set up to engage employees of historically underrepresented groups and their allies.

The Oracle Women's Leadership programme offers 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 22, Oracle Ireland, powered by Oracle Women's Leadership introduced a 6-month internal mentorship programme. We will review and monitor this mentoring initiative to ensure that it supports our female talent in their career progression by making connections across different departments and getting career advice to support their personal development and career advancement at Oracle.

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 has a flexible working policy in place and 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.

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. In 2023 we will have 26 women and 24 men participating.

Oracle Women's Leadership programme offers employees the opportunity to enhance skills and develop leadership potential.



4. Recruitment & Enablement

In Ireland, in different business groups, Oracle has changed our job adverts to make them more gender inclusive. In 2023, this initiative will be expanded and we will work to ensure all job descriptions will be pre-validated to ensure they are gender inclusive and will be available to our Hiring Managers to utilise.

Oracle has established a diversity recruiting program office. In 2023, Oracle Ireland will offer a live diversity in hiring training programme for our people managers. This will complement the existing diversity and inclusion (D&I) toolkit for managers. This toolkit provides managers with enablement around key topics within D&I such as hiring, diversity data, how to build an inclusive team culture, employee development, how to support employees and how to be a messenger and communicate on our D&I priorities.



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