



Gender Pay Gap Report 2025
Radisson Blu Hotel, Letterkenny
November 2025

Introduction

In line with the Employment Equality Act (Section 20A) Gender Pay Gap Information Regulations 2022, Radisson Blu Hotel, Letterkenny is reporting its gender pay gap based on a snapshot date in June 2024. The information set out below outlines the differences in average hourly pay, bonus pay, benefit-in-kind receipt and pay quartiles for male and female employees.

Radisson Blu Hotel, Letterkenny is committed to fostering an inclusive workplace where everyone has equal opportunity to develop, progress, and thrive. This report aims to support transparency and continuous improvement in gender representation across the hotel.

A. Employee Numbers by Gender

The gender makeup of the workforce provides important context for the hotel's pay gap results. As a service-led hospitality environment, Radisson Blu Hotel, Letterkenny employs a diverse team across operational, guest-facing and specialist roles. The proportion of men and women within the workforce influences how employees are distributed across role types and pay levels, shaping the overall gender pay gap.

- **Male employees:** 30
- **Female employees:** 60
- **Total employees:** 90

Women represent **67%** of the workforce, and men represent **33%**.

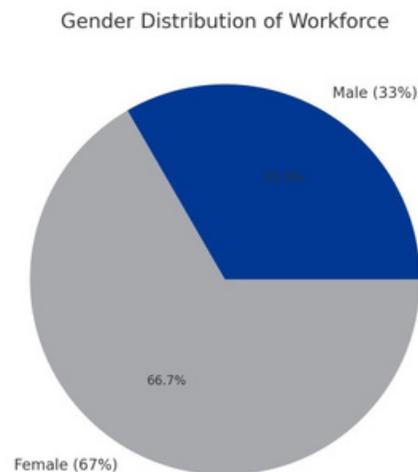


Figure 1: Gender Distribution of Workforce

B. Hourly Pay

This section sets out the average hourly pay for men and women at Radisson Blu Hotel, Letterkenny, based on the statutory definition of hourly remuneration. Hourly pay is calculated using employees' ordinary pay and excludes overtime, bonus payments, premium pay, and benefits in kind. Comparing the mean and median hourly pay for men and women provides insight into how male and female employees are distributed across different roles and pay levels within the organisation.

Mean Hourly Pay

- **Men:** €16.80
 - **Women:** €14.65
- Mean Gender Pay Gap: 12.8%**

Women's mean hourly pay is **12.8% lower** than men's.



Figure 2: Mean Hourly Pay Chart

Median Hourly Pay

- **Men:** €14.85
 - **Women:** €13.60
- Median Gender Pay Gap: 8.4%**

Women's median hourly pay is **8.4% lower** than men's.

All hourly rates exclude overtime, bonus pay, BIK, and premium rates, in accordance with statutory requirements.

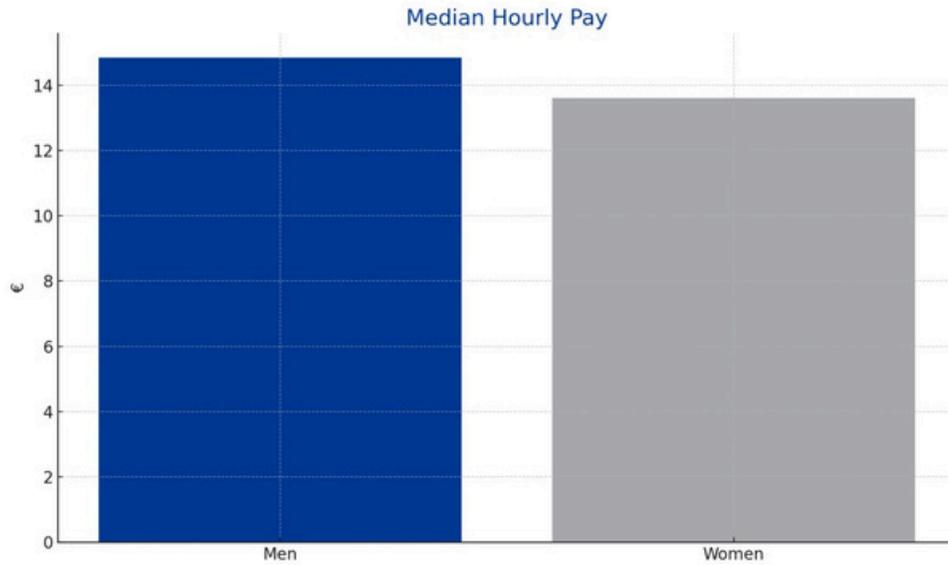


Figure 3: Median Hourly Pay Chart

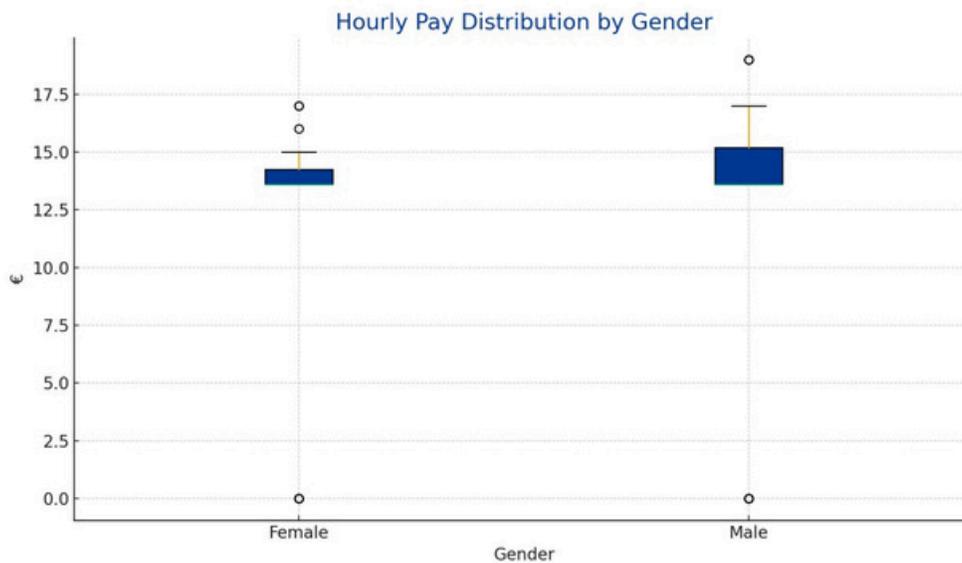


Figure 4: Hourly Pay Distribution by Gender

The mean and median gender pay gaps reflect underlying differences in role type, seniority levels, and working patterns across the hotel. While these gaps do not indicate unequal pay for equal work, they highlight the importance of continued focus on gender representation across all levels, particularly in higher-paid and senior roles where men are proportionately more represented.

C. Bonus Pay

Bonus Pay refers to variable financial rewards issued to employees during the reporting period. Understanding who receives a bonus and the typical values paid helps identify whether bonus schemes benefit genders differently. Although bonus eligibility is higher among men, the mean and median bonus values demonstrate that, for those who do receive a bonus, reward levels are effectively aligned across genders.

Percentage Receiving a Bonus

- **Men:** 12.9%
- **Women:** 5.0%

Mean Bonus Amount

- **Men:** €625.00
 - **Women:** €666.67
- Mean Bonus Gap: -6.7%**

Women's mean bonus pay is **6.7% higher** than men's.

Median Bonus Amount

- **Men:** €500.00
 - **Women:** €500.00
- Median Bonus Gap: 0%**

There is no difference in median bonus values.

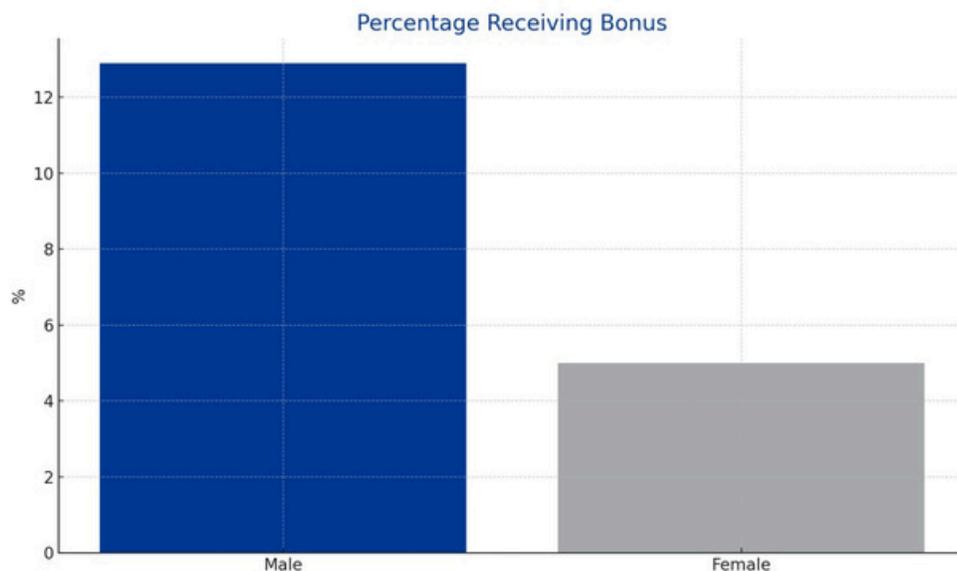


Figure 4: Percentage receiving bonus

Bonus Receipt Gap

Women are **61.2% less likely** than men to receive a bonus.

D. Benefits in Kind (BIK)

Benefits in Kind (BIK) reflect additional non-cash benefits available to employees. As shown below, the percentage of men and women receiving BIKs is almost identical, highlighting no meaningful gender disparity in access to these benefits.

Percentage Receiving Benefits in Kind

- Men: 3.23%
- Women: 3.33%

There is no significant gender difference in access to BIKs.

E. Pay Quartiles

Pay quartiles group employees into four equal bands based on hourly pay, reflecting how roles are distributed throughout the hotel—from entry-level and operational positions through to supervisory, specialist, and managerial roles. The distribution of men and women across these quartiles provides valuable insight into career pathways, workforce composition, and areas where gender representation may be strengthened over time.

These quartile distributions show a higher concentration of women in the lower and lower-middle quartiles, and more men in the upper quartile.

Quartile	% Female	% Male
Lower	90.9%	9.1%
Lower-Middle	54.5%	45.5%
Upper-Middle	86.4%	13.6%
Upper	34.8%	65.2%

Figure 5: Percentage Pay Quartiles

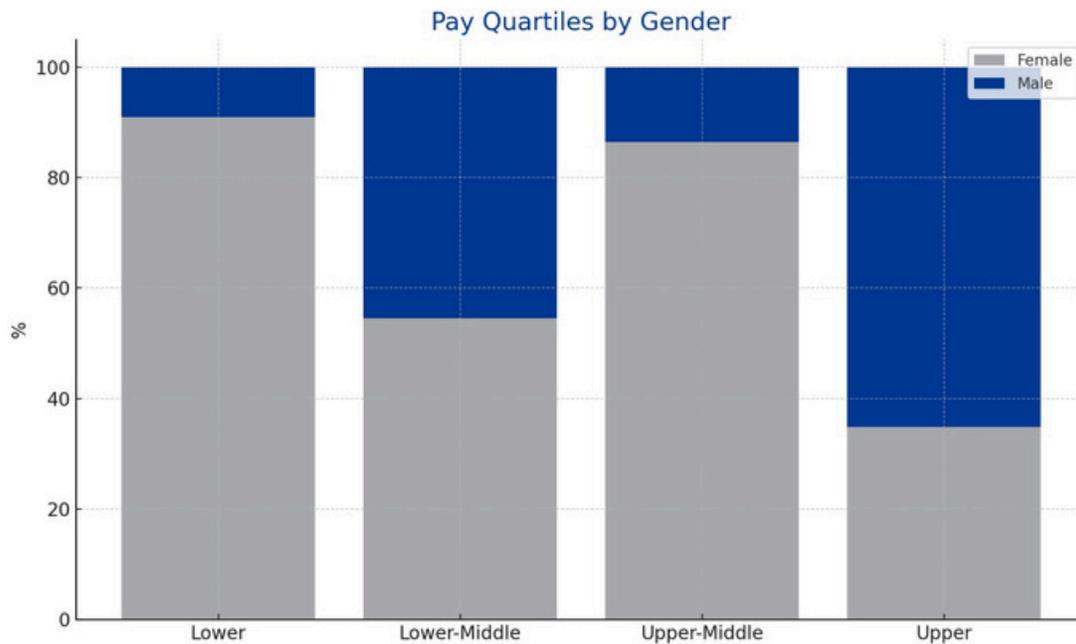


Figure 6: Pay Quartiles by Gender

F. Explanatory Narrative

Understanding Our Gender Pay Gap

The gender pay gap results for Radisson Blu Hotel, Letterkenny reflect the structure and nature of the hospitality sector and the distribution of men and women across different functions, departments and levels within the hotel.

Role Distribution

Across the hotel, men are more strongly represented in senior, specialist, and technical roles—including management positions, senior kitchen roles and maintenance functions. These roles typically attract higher rates of pay due to experience requirements, skills shortages, and operational responsibilities.

Women, in contrast, are more represented in front-of-house positions, administrative roles and entry-level operational departments. These positions tend to fall in lower pay ranges, contributing to both mean and median pay gaps.

Working Patterns

A higher proportion of women work part-time, flexible or seasonal hours. Such roles, while essential to hotel operations, are more commonly located within the lower quartiles of the pay distribution and therefore influence the gap.

Labour Market Conditions

Like many in the hospitality sector, the hotel experiences difficulty recruiting for skilled chef, maintenance, and technical roles — roles in which men are more prevalent. Market demand and skills shortages can lead to higher pay for these positions, further contributing to the gap.

Bonus and BIK Trends

While a greater proportion of men received bonus payments, the mean and median bonus values for men and women are broadly aligned and BIK participation shows no meaningful gender variation.

Actions We Are Taking

Talent Development and Progression

- Supporting the development of women into supervisory, managerial, and technical roles.
- Strengthening internal promotion pathways and access to leadership development programmes.
- Encouraging cross-departmental career mobility to broaden opportunities.

Recruitment and Workforce Planning

- Reviewing recruitment processes to ensure gender-neutral job design and inclusive hiring practices.
- Expanding candidate pipelines for chef, technical and management roles to ensure more gender-balanced representation.
- Continuing efforts to attract and retain talent in underrepresented areas.

Flexible and Inclusive Working Practices

- Raising awareness of flexible working options and ensuring such practices do not limit career progression.
- Monitoring part-time and seasonal working patterns to ensure they do not create unintentional barriers.

Commitment to Equality, Diversity & Inclusion

- Develop and implement EDI policies to ensure progress towards a more gender-balanced workforce.
- Continuing training and engagement initiatives that promote respect, fairness, and equal opportunity.

Our Ongoing Commitment

Radisson Blu Hotel, Letterkenny is committed to reducing the gender pay gap over time and promoting an inclusive culture in which employees of all genders can grow, develop, and succeed. The gender pay gap does not reflect unequal pay for equal work, rather, it reflects the current distribution of roles and working patterns. We are committed to taking meaningful action to support improved representation across all levels of the organisation.