

October  
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# Polish Teachers Association Gender Pay Gap Report

**Polish Teachers Association**

Unit 11 Old Quarry Campus, Kilshane Park Northwest Business Park, Dublin 15, D15VF22

As of June 2024, our organisation employed 51 people, including 41 women and 10 men. The calculations are based on this snapshot, and we do not distinguish between temporary workers (since we do not have any) or part-time workers, as the majority of our staff work part-time. Only 3 employees are full-time, and all of them are women.

**Important Note:** In line with Irish legislation, gender pay gap data is reported in binary terms (female vs. male). While we report our statistics as required by law, we recognise and support all gender identities.

Hourly Remuneration	
mean	median
-2.50%	-3.60%
Lower Quartile	
M%	F%
27%	73%
Lower Middle Quartile	
M%	F%
14%	86%
Upper Middle Quartile	
M%	F%
23%	77%
Upper Quartile	
M%	F%
15%	85%
Voucher recipients	
M%	F%
19.6%	80.4%
Voucher Gap	
mean	median
0%	0%

### Explanation of Figures

**Hourly Remuneration:** This refers to the difference in total earnings between men and women, both on a mean (average) and median (middle-ranking) basis.

**Bonuses:** PTA does not pay bonuses as traditionally understood. The vouchers awarded to staff are not considered bonuses. The figures related to voucher recipients and the "voucher gap" are included to comply with the legal requirement to disclose bonus data. All employees received the same value voucher, funded by a grant from the Polish government for teachers' professional development. As a result, there is no gender pay gap in relation to these vouchers.

### Quartile Analysis

- **Lower Quartile:** Represents the lowest 25% of our employees by hourly remuneration, broken down by gender.

- **Upper Quartile:** Represents the highest 25% of our employees by hourly remuneration, broken down by gender.
- **Lower Middle Quartile and Upper Middle Quartile:** The same methodology applies to these middle quartiles.

**Additional Information:**

- **Benefits:** PTA does not provide benefits in kind.