



DIVERSITY, EQUITY & INCLUSION

**CBRE**

# CBRE Ireland Gender Pay Report 2024



# Our Commitment to Reducing the Gender Pay Gap

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At CBRE, we enable our people and business partners to thrive by fostering a diverse, equitable and inclusive environment, where everyone can succeed. We are a global leader in commercial real estate, and as such, diversity, equity and inclusion (DE&I) are an important focus for our business.

With a shared foundation of Respect, Integrity, Service and Excellence – values we call ‘RISE’ – our approach is to positively impact:

- **Our culture:** fostering an inclusive workplace where all perspectives and experiences are valued, so our people thrive
- **Our talent:** promoting the recruitment and retention of employees across all dimensions of diversity
- **Our community:** building meaningful relationships with clients, suppliers and partners to incorporate diverse perspectives and backgrounds while creating social impact







# Background

**CBRE Ireland serves its clients through different business segments - Global Workplace Solutions (GWS) and Advisory - delivering services for all property types and asset classes.**

In 2024, the qualifying threshold which required employers in Ireland to report on gender pay reduced from 250 to 150 or more employees. This year's CBRE Ireland Gender Pay Report includes CBRE GWS Ireland (which has been required to report since 2022) and for the first time, CBRE Advisory Ireland. The gender pay gap and analysis for each segment and its respective employing entity are set out in separate sections below.









# Gender Pay Gap Reporting

Ireland

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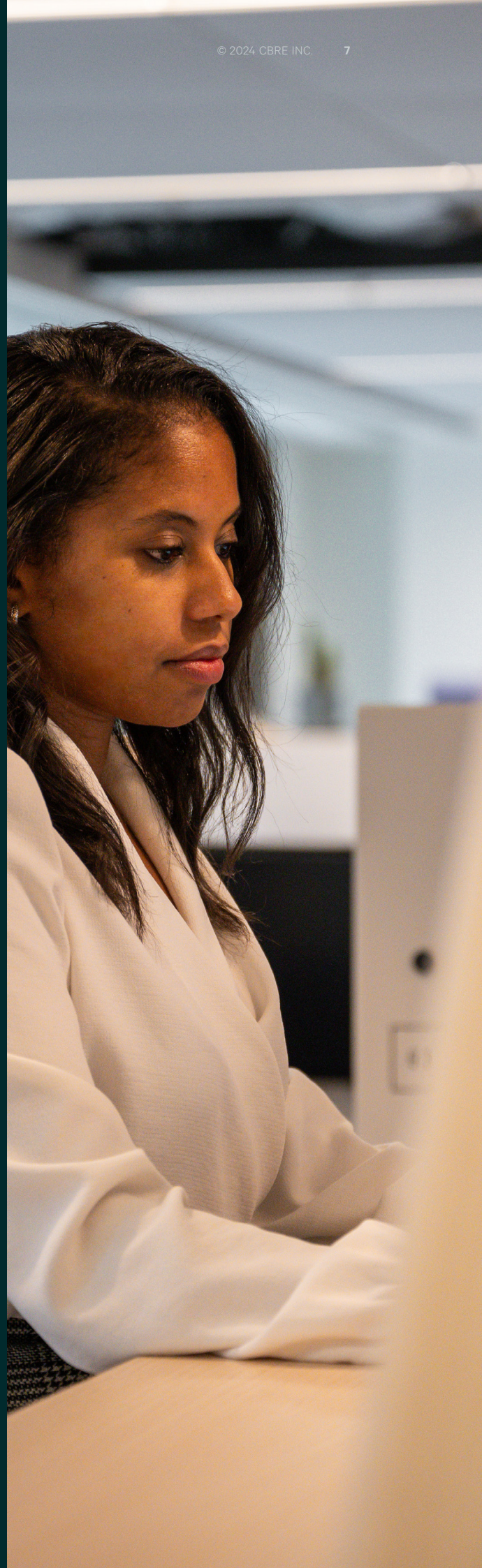
The Gender Pay Gap Information Act 2021 requires all companies with 150 or more employees to report on their gender pay gap – which is the difference in the mean and median remuneration of men and women within the organisation over a 12 month period prior to a chosen snapshot date.

In CBRE GWS Ireland, we are pleased to see that the data in this year's report shows progress, including significant improvements to the mean and median bonus gap and increases in the percentage of women in the upper, upper middle and lower middle quartiles.

As this is the first year of reporting for CBRE Advisory Ireland, there is no comparison available with previous data - its pay and bonus gaps reflect that there are more men in senior roles within the business, which is a characteristic of the wider commercial property sector. We recognise that there is work to be done and we are committed to creating a workplace which attracts, develops and retains women into different roles at all levels.



Gender pay gap reporting should not be confused with equal pay for equal work. Paying men and women equally for equal work is of paramount importance in CBRE and the existence of a gender pay gap does not mean that men and women in the same roles are being paid differently for the same work.





# Our Results and Understanding The Gap

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A key reason for our gender pay gap is that we have more men in senior roles. This profile is characteristic of the wider commercial property sector, which is impacted by 'occupational segregation'; the tendency for men and women to work in different types of role.

**Overall, the commercial property sector has traditionally employed fewer women. Management and technical roles have typically been undertaken by men, which on average are more highly paid. Conversely, females fill a greater proportion of general administrative roles, which on average are less well remunerated. We aspire to drive change and to attract more women to the industry including into technical and management roles - initiatives to address this are set out in the sections below titled 'Our Activity'.**

There are three categories of employees for the purposes of calculating the mean and median hourly pay gap:

- **All Employees** – this includes all employees, whether they are permanent or temporary, full-time or part-time
- **Part-Time Employees** – this includes all part-time employees, whether they are permanent or temporary
- **Temporary Employees** – this includes temporary/fixed term employees, whether they work full-time or part-time

The **mean** is the difference between the average hourly earnings between men and women.

The **median** is determined by taking the earnings of the man whose compensation is in the middle of all men compared with the earnings of the woman whose compensation is in the middle of all women.

We also share the percentage of men and women in each pay quartile. **Quartiles** are calculated by listing the pay rates for each employee across the relevant employing entity from lowest to highest, that list being then split into four equal-sized groups, and the percentage of men and women in each being calculated.

The 'relevant snapshot' date is 30 June 2024 and we have collected data regarding the remuneration of all CBRE GWS Ireland and CBRE Advisory Ireland employees for the previous 12 month period, 1 July 2023 to 30 June 2024.







# CBRE GWS Ireland

## Hourly Pay Gap

### CBRE GWS Ireland

CBRE GWS Ireland (CBRE GWS (Ireland) Limited) provides industry-leading facilities management, project management and transaction and portfolio property services.

#### Hourly Pay Gap

	Mean (%)	YOY Variance	Median (%)	YOY Variance
All Employees	15.84%	-0.99%	26.52%	+0.01%
Part-Time Employees	46.63%	+16.88%	35.50%	+9.78%
Temporary Employees	-44.23%	-45.19%	-100.14%	-112.18%

As explained above, a key reason for our gender pay gap is that we have more men in senior roles.

Our mean and median pay gap for All Employees is static, with negligible change since last year's report. The mean hourly Pay Gap for Part-Time Employees is greater than the mean for All Employees or Temporary Employees; and, its increase is due to the fact that this year there are proportionally more men in senior roles within this group. The median pay gap for Part-Time Employees has also increased: the 'middle man' in 2024 has a more senior role than the 'middle man' in 2023 but the 'middle women' for both years held the same clerical role.

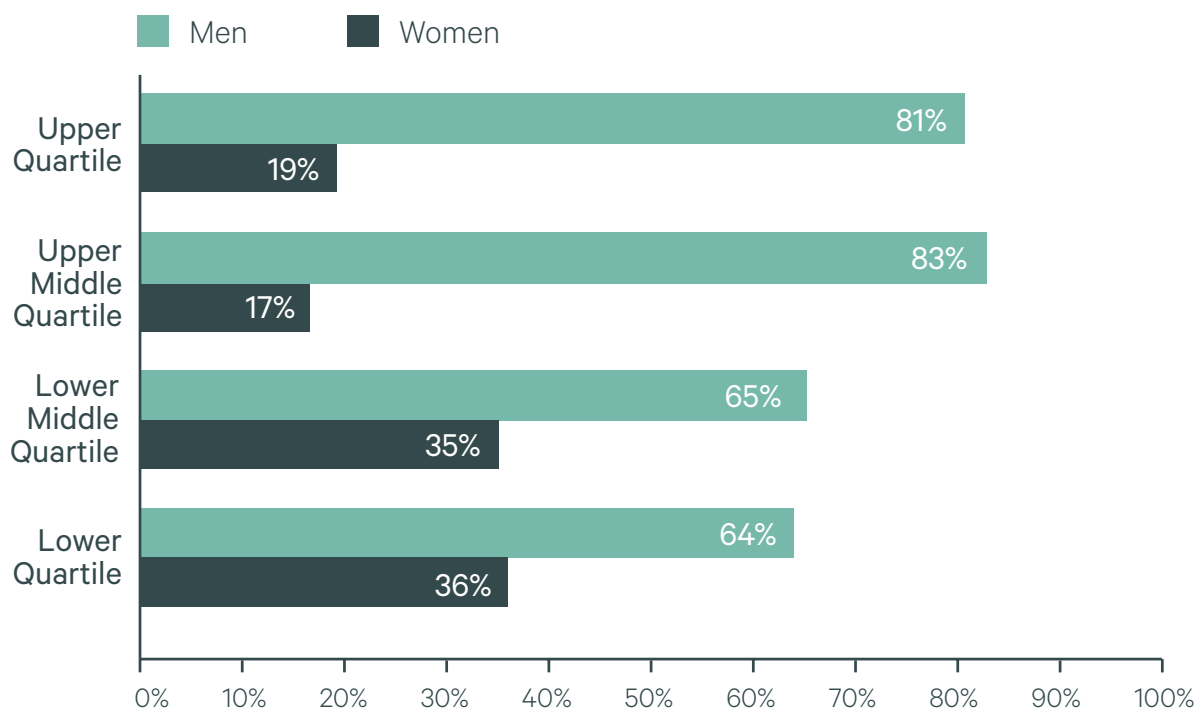
In the Temporary Employees group, we see a large negative mean hourly pay gap, - which is a gap in favour of women. The key reason is that in this group, there are more women with senior roles than men. In 2024, the 'middle man' within the Temporary Employees group was an intern and the 'middle woman' held a senior clerical role on higher remuneration; this has created a significant negative median hourly pay gap in favour of women.

# Quartiles

In GWS Ireland, there are more men than women in the business overall and we have more men in senior positions.

**Female distribution is highest in the lower and lower middle quartiles. As explained at the outset, a key reason for this is occupational segregation within the facilities management sector.**

This year, we have seen small increases in the percentage of women in the upper, upper middle and lower quartile. The percentage of women in the lower middle quartile is static. Our Activity section sets out the actions we are taking to increase the representation of women at all levels within our business.





# Bonus Gap

Employees may be entitled to different types of bonus. The Company has a discretionary bonus scheme for which eligibility is dependent on job grade, i.e. seniority. Other bonuses that are included in our data are bonuses for employees on certain client contracts and other ad hoc bonuses. Discretionary bonus awards are typically higher than client contract or ad hoc bonuses.

The proportion of employees receiving a bonus can be considered static as there has been little change since 2023. A higher percentage of the female population receives bonuses than the male population. However overall, more men than women receive bonuses although it is women who receive some of the highest awards.

This year, we are pleased to see that the mean and median bonus gaps have significantly reduced. The mean bonus gap has almost halved and the median bonus gap has seen a notable reduction from 14.33% in 2023 to 3.95% in 2024.

## Proportion of employees receiving a bonus



## Bonus pay gap - All Employees









# Benefits in Kind

As was the case last year, in 2024 a higher proportion of women receive benefits in kind than men.

Proportion of employees  
receiving benefits in kind

62.43%

MEN

68.73%

WOMEN









# Our Activity

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We have a number of strategies and initiatives to address the gender pay gap focusing on attracting, developing and retaining female talent within CBRE GWS Ireland, in particular:

## Attracting Women

- Partnerships with external organisations, 'Inspiring the Future' and 'The Shona Project' encouraging women to consider the different career pathways available in CBRE, particularly technical apprenticeships to female students
- Market-leading talent attraction principles to guide hiring and promotion of diverse talent and partnering with agencies that support diverse recruitment
- Quarterly newsletters with stories for female staff, particularly about DE&I related policies and support for health and wellbeing
- Support sessions on flexible working, returning from primary carer leave, speaking with confidence and male allyship

## Developing Women

- Reverse Mentoring Programme, giving female talent the opportunity for mentoring with senior leadership
- Enrolling female team members in the Institute of Leadership and Management courses, fully funded by CBRE
- Talent review and succession planning provides visibility and insights into our diverse range of talent, aiming to promote meaningful development planning

## Retaining Women

- Using feedback from female staff through various forums such as the Women's Network to create policies and innovations to retain female talent, for example an updated Family Friendly Leave Policy, which introduced enhanced maternity pay for employees at all levels
- Return to work coaching facilitated by a professional career coach, which aims to support women as they return to work following a period of family leave
- In-person and virtual networking events for women in the business, including our monthly coffee carousel events, which offer female team members the opportunity to network with peers across the business





# CBRE Advisory Ireland Hourly Pay Gap

## CBRE Advisory Ireland

CBRE Advisory Ireland (CBRE Advisory (Ire) Limited) provides a comprehensive range of services, including property leasing, property sales, mortgage services, property management, transaction and project management, strategic consulting, appraisal and valuation.

### Hourly Pay Gap

	Mean (%)	YOY Variance	Median (%)	YOY Variance
All Employees	38%	N/A	37%	N/A
Part-Time Employees	38%	N/A	29%	N/A
Temporary Employees	49%	N/A	48%	N/A

As this is the first year for reporting Gender Pay in CBRE Advisory Ireland, there is no comparison available with last year’s data. As explained above, a key reason for our gender pay gap is that we have more men in senior roles. This creates a mean pay gap in favour of men; the median pay gap for All Employees arises because the ‘middle man’ holds a senior finance role and the ‘middle woman’ a junior surveyor role.

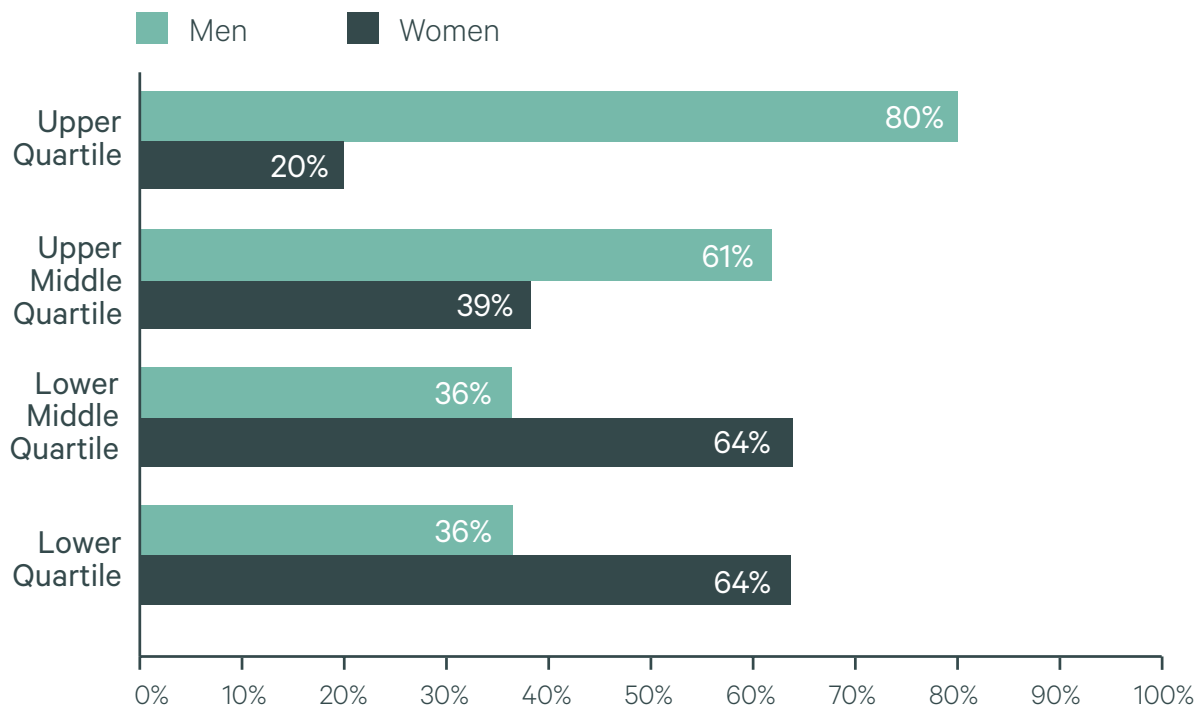
There is a very small number of Part-Time employees and in that group, the men hold more senior roles and the women are in clerical or administrative roles. This creates a mean pay gap in favour of men. The median pay gap arises because the ‘middle man’ holds a more senior role than the ‘middle woman’.

A high number of women in the Temporary Employees group are graduates with lower remuneration, whereas the men in that group are in more senior roles; this has created a higher mean and median hourly pay gap than we see in the other groups, which is in favour of men.

# Quartiles

In CBRE Advisory Ireland, there are more men than women in the business overall and we have more men in senior positions.

Female distribution is highest in the lower and lower middle quartiles. As explained at the outset, a key reason for this is occupational segregation within the commercial property sector but we are taking action to drive change and attract women into roles at all levels.





# Bonus Gap

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The percentage of men and women receiving bonuses is almost the same, although overall, more men than women receive bonuses.

A key reason for the mean and median bonus gap is that we have more men in senior roles, which receive higher bonuses.





Proportion of employees  
receiving a bonus

86.17%

MEN

86.59%

WOMEN

Bonus pay gap -  
All Employees

67.38%

MEAN BONUS PAY GAP

60.00%

MEDIAN BONUS PAY GAP



# Benefits in Kind

CBRE Advisory Ireland does not offer any benefits in kind, but a small number of female employees received ad hoc 'celebration' vouchers, which are considered benefits in kind.

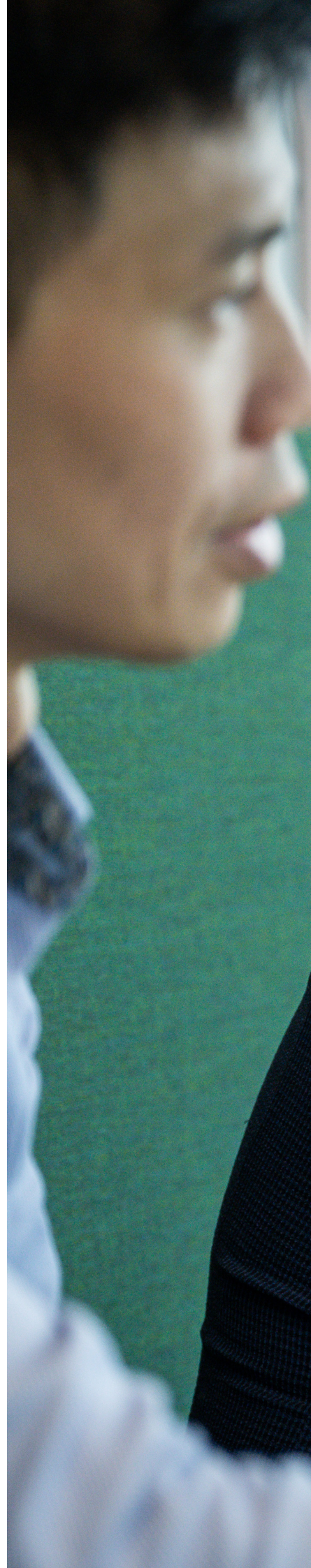
Proportion of employees  
receiving benefits in kind

0.00%

MEN

4.88%

WOMEN









# Our Activity

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We have a number of strategies and initiatives to address the gender pay gap focusing on attracting, developing and retaining female talent within CBRE Advisory Ireland, in particular:

## Attracting Women

- New policies including flexible working and parental leave; these empower employees and acknowledge the diverse responsibilities many women manage, such as caregiving
- Other initiatives aimed at attracting female talent include mentorship programmes and leadership training that foster career growth and development
- We are proud to have been awarded a Silver accreditation with the Irish Centre for Diversity & Inclusion, Ireland's premier accreditation body for DE&I

## Developing Women

- Mentoring scheme: one-on-one guidance where mentors share their knowledge and experiences, helping mentees to navigate challenges and enhance skills. This supportive environment facilitates goal-setting, promotes confidence and provides feedback, enabling female employees to reach their full potential
- CBRE Women's Network runs targeted client networking events for women at all levels of the business; these facilitate conversations on their careers with women in senior roles within Ireland as well as EMEA to provide inspiration and motivation to our network
- Support for female-focused issues, including menopause, menstruation, fertility and baby loss and the creation of communities set up to support women affected by these issues including virtual events
- Our 'Balance Programme', female talent development which seeks to enhance talents and identify areas for support or improvement to achieve career goals and success



### Retaining Women

- Enhancements to existing family friendly policies and new policies including menopause and domestic abuse
- Equalising access to healthcare by opening up private health checks to all employees irrespective of role or level and a formal partnership with Riley, providing our female staff with healthcare products
- Leaders are set annual objectives which focus expressly on DE&I. These objectives embed our commitment to driving change and provide the opportunity for each and every leader to contribute positively to our DE&I culture



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