

Abbey Theatre

Gender Pay Gap Report 2025



**ABBEY
THEATRE
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Introduction

120 years ago, a small group of artists set up a theatre company ‘to bring upon the stage the deeper emotions of Ireland’. That spark, the ignition point of their struggle, was the birth of the Abbey Theatre.

Last year, the Abbey launched its five-year strategy, with a focus on sustainably and effectively meeting our audiences’ needs, while also creating great live art, and deepening our stakeholders’ connection with the Abbey Theatre, the National Theatre of Ireland.

Our values and mission are embedded across all aspects of our organisation, not least in making a positive impact on our people and their experience. Equality, Diversity, and Inclusion (ED&I) is a key priority for the Abbey, within its strategy.

The metric of equality via pay is a critical one at the Abbey. As an employer we always strive to promote inclusivity, representation, and fairness across our workforce.

The Abbey Theatre recognises the expansive nature of gender. However, for the purposes of this Government report, and in line with the requirements set out, the Abbey analysed data according to male and female categories only.

As this document will demonstrate, the 2025 Gender Pay Gap Report highlights a strong culture of equality and transparency.

Our data shows we are balanced across genders, with minor statistical variations that would not indicate bias. There is near parity between male and female pay levels. This is more notable in median values which reflects our commitment to fair and equitable pay practices.

We are a balanced organisation that strives to be supportive of all employees which delivers on supporting actors, production staff, our support functions and many more.

With such a multifaced employee base, we have many people-centred policies in play: Maternity Policy, Parental Leave Policy; Paternity Policy, Career Policy and our recently established DEI Policy. We strive to be supportive of all employees and to ensure supportive structures are in place to support equality of opportunity, which is of utmost importance to the Abbey.

2025 Gender Pay Gap Analysis – Overview

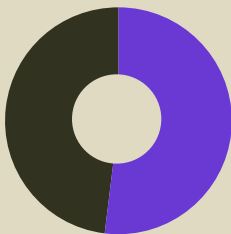
This is the Abbey Theatre’s first Gender Pay Gap (GPG) analysis. The data used in the analysis was accessed by the People and Culture team and our third-party payroll supplier.

The data was for the period 1st July 2024 until 30th June 2025 inclusive, using a snapshot date of 30th June 2025. There were 138 employees in The Abbey Theatre within the reporting period: 52 per cent (72) of employees were female and 48 per cent (66) were male.

This includes people who may have exited the business and/or retired within the reporting period.

Our pay profile is impacted by the fact that our employee base consists of Permanent Staff, Part-Time Staff, Fixed Term Staff and Relief Staff who come and go depending on specific performance and production requirements over the course of the year.

Comparison of Female and Male – Employees



- Female 52%
- Male 48%

Gender Pay Data

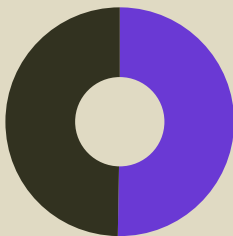
HOURLY PAY

As set out below shows the average hourly pay across the organisation, which is in a very healthy position.

These results suggest that, overall, there is no material gender pay gap at the Abbey. In fact, both mean and median figures are marginally in favour of women. This balance reflects a well distributed pay structure, with equitable representation across pay levels.

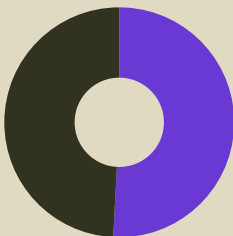
- More broadly, women earn slightly more (0.08 per cent) on average than men.
- Mean Hourly Pay (Male) is €21.62, and the Mean Hourly Pay (Female) is €21.63, nearly identical average pay levels.
- The Median Hourly Pay for females is €19.49 versus €18.89 which indicates slightly higher median female earning.

Comparison of Female and Male – Mean



- Female €21.63
- Male €21.62

Comparison of Female and Male – Median



- Female €19.49
- Male €18.89

Gender Pay Data

PAY QUARTILES

The Abbey Theatre’s pay quartile data demonstrates a well-distributed gender balance across the pay spectrum, with both men and women represented at all levels.

- The upper quartile is relatively balanced, with a modest male majority.
- The middle quartile shows strong female representation, a positive indicator for gender equality in mid-to-higher pay bands.
- The lower quartile has a higher proportion of women, which can reflect the gender composition of roles that attract lower pay rates (sometime part-time students, support and administrative positions).

Despite these variations, the overall gender pay gap remains minimal, indicating that differences in representation by pay quartile do not translate into significant differences in pay. This reinforces the conclusion that the Abbey maintains equitable pay practices across its workforce.

Quartiles	# of Male	# of Female	% of Male	% of Female
A (upper)	20	15	57.14	42.86
B (upper middle)	11	23	32.35	67.65
C (lower middle)	22	12	64.71	35.29
D (lower)	13	22	37.14	62.86
Total	66	72		

Gender Pay Data

TEMPORARY STAFF - HOURLY PAY

These figures indicate that, among temporary contract staff, male employees earn more on average than female employees. The mean pay gap of approximately 18.5 per cent suggests that men tend to occupy higher-paid temporary roles. This can be the case in the Abbey as many male temporary staff are drafted in for work or assignments that attract more males (such as certain stage technical crew positions), and the industry commands a higher salary.

The median pay gap (27.5 per cent) reinforces this pattern, showing that the typical male temporary worker earns more per hour than the typical female temporary worker. This reflects the distribution of temporary roles rather than unequal pay for equal work. For instance, male temporary staff are more concentrated in some higher-paid technical contracts, while female staff may hold a greater share of administrative, short-term, project-based roles or front of house positions.

Mean Male Hourly Pay (Temp Contract)	Mean Female Hourly Pay (Temp Contract)
€24.50	€19.97

Median Male Hourly Pay (Temp Contract)	Median Female Hourly Pay (Temp Contract)
€25.00	€18.11

Conclusion

The Abbey Theatre's 2025 Gender Pay Gap analysis shows a strong commitment to pay equity and gender balance across the organisation. The data shows that, overall, there is no significant gender pay gap, with both mean and median hourly pay slightly favouring women.

The pay quartile analysis shows that both men and women are represented at all levels of the organisation, with women particularly well represented in the upper middle and lower quartiles. This reflects a diverse workforce where opportunities for progression and recognition are accessible across genders.

While the overall results are positive, analysis of temporary contract roles highlights a pay gap in favour of men. This appears to be driven by the type of temporary assignments rather than unequal pay for the same work, with men more often occupying project-based technical roles. This insight provides an opportunity for continued focus on ensuring that short-term and temporary opportunities are well distributed, and that our recruitment and engagement processes with females in these technical roles are more intentional.

Overall, the Abbey Theatre's results reflect a culture of fairness and inclusion. The Abbey will continue to review its practices to ensure that all employees are rewarded fairly and equally for their contribution.

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