

Gender Pay Gap Report Ireland 2025

Gender Pay Gap Data: Ireland

As a Credo-led business, we have a strong purpose-driven culture. We are passionate innovators who have put people first since our founding more than 135 years ago.

While we have a legislative requirement to publish an annual Gender Pay Gap Report, doing so strongly aligns with our Credo, which continues to guide us to foster an inclusive working environment and fair HR processes.

In this, our fourth consecutive Gender Pay Gap report, we reflect on our gender pay gap data and our continued progress towards gender equality.

Beyond these numbers, see how we're fostering an inclusive workforce aligned with our Credo in our [Health for Humanity](#) report.

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Our Gender Pay Gap Data

Our 2025 report reflects gender pay gap data as of June 30, 2025 for Johnson & Johnson's seven legal entities in Ireland with 50 or more employees.

Gender Pay Gap vs Equal Pay



Gender Pay Gap

























The **gender pay gap** is the difference in the average hourly pay of women compared to men in a business, without considering job function, job level, qualifications, performance and experience.





















Equal Pay

An equal pay analysis compares the pay of employees performing the same or similar jobs.

Our Gender Pay Gap Report 2025

| | Janssen Sciences Ireland Unlimited Company | | Janssen Pharmaceutical Sciences Unlimited Company | | VisionCare Ireland Unlimited Company | | DePuy Ireland Unlimited Company | |
|--|--|--|--|--|--|--|--|--|
| | Mean | Median | Mean | Median | Mean | Median | Mean | Median |
| All staff pay gap | 3.11% | 3.43% | 17.24% | 27.95% | -0.72% | 4.71% | 2.31% | 5.24% |
| Part time pay gap | NA | NA | 2.19% | 9.36% | NA | NA | 9.94% | 11.10% |
| Temporary pay gap | 6.10% | -0.15% | 24.35% | 21.14% | -11.59% | -0.13% | 2.24% | 6.12% |
| Bonus pay gap | -12.02% | -15.34% | -8.24% | -13.15% | -11.31% | 5.35% | -12.01% | 0.00% |
| Proportion of women and men paid a bonus |  95.62% |  96.14% |  97.87% |  94.35% |  95.55% |  96.99% |  93.99% |  96.28% |
| Proportion of women and men receiving benefits in kind |  98.48% |  98.07% |  99.29% |  98.39% |  98.97% |  98.65% |  96.72% |  98.42% |
| Population by pay quartiles |  |  |  |  |  |  |  |  |
| Lower | 56.2% | 43.8% | 62.2% | 37.8% | 23.6% | 76.4% | 40.8% | 59.2% |
| Lower Middle | 35.1% | 64.9% | 36.1% | 63.9% | 15.5% | 84.5% | 24.0% | 76.0% |
| Upper Middle | 34.9% | 65.1% | 21.6% | 78.4% | 13.6% | 86.4% | 22.7% | 77.3% |
| Upper | 40.7% | 59.3% | 24.7% | 75.3% | 19.2% | 80.8% | 29.3% | 70.7% |

Our Gender Pay Gap Report 2025

| | AMO Ireland Ireland Branch | | Johnson & Johnson (Ireland) Limited | | Neuravi Limited | |
|---|--|--|--|--|--|--|
| | Mean | Median | Mean | Median | Mean | Median |
| All staff pay gap | 11.41% | 10.87% | 12.61% | 15.03% | 20.12% | 9.34% |
| Part time pay gap | NA | NA | NA | NA | -23.42% | -23.42% |
| Temporary pay gap | -19.96% | -19.96% | -369.61% | -369.61% | NA | NA |
| Bonus pay gap | 17.79% | -7.05% | 26.35% | 36.44% | 28.89% | -23.71% |
| Proportion of women and men receiving a bonus |  95.83% |  100.0% |  92.86% |  92.68% |  83.33% |  95.35% |
| Proportion of women and men receiving benefits in kind |  98.61% |  100.0% |  100.0% |  97.56% |  97.92% |  95.35% |
| Population by pay quartiles |  |  |  |  |  |  |
| Lower | 58.1% | 41.9% | 71.4% | 28.6% | 56.5% | 43.5% |
| Lower Middle | 74.2% | 25.8% | 52.4% | 47.6% | 56.5% | 43.5% |
| Upper Middle | 41.9% | 58.1% | 35.0% | 65.0% | 59.1% | 40.9% |
| Upper | 58.1% | 41.9% | 42.9% | 57.1% | 39.1% | 60.9% |

Why is there a pay gap

The composition of our workforce remains the main driver of our pay gap. Roles with higher pay levels are not evenly represented by gender, which impacts overall averages.

Our analysis highlights three key areas where gender distribution contributes to both the gender pay gap and the bonus pay gap.



Similar to many organisations in Ireland, our analysis highlights an imbalance in senior positions, with a higher proportion of men in leadership roles. We remain focused on supporting all of our talent through development opportunities and succession planning.



Across our entities—and consistent with broader trends in Ireland—attracting qualified individuals into STEM roles remains a priority.



There are currently more men in manufacturing roles than women. These roles include eligibility for overtime and shift work based on business needs.

Our approach to fostering an inclusive culture

We are dedicated to promoting an inclusive culture for all and recognize that meaningful change takes time. Our approach focuses on driving long-term impact through a three-pronged strategy:

01

Ensure personal and career development is supported at all levels

02

Maintain an inclusive and attractive workplace

03

Strengthen the pipeline of future leaders

To learn more about our programs and initiatives in this space please visit:

[Healthforhumanityreport.jnj.com](https://www.healthforhumanityreport.jnj.com)

Thank you