

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	
All staff pay gap	Mean	Median	Mean	Median	Mean	Median	Mean	Median
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	 	56.2% 43.8%	 	62.2% 37.8%	 	23.6% 76.4%	 	40.8% 59.2%
Lower	35.1%	64.9%	36.1%	63.9%	15.5%	84.5%	24.0%	76.0%
Lower Middle	34.9%	65.1%	21.6%	78.4%	13.6%	86.4%	22.7%	77.3%
Upper Middle	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	 58.1%	 41.9%	 71.4%	 28.6%	 56.5%	 43.5%
Lower	74.2%	25.8%	52.4%	47.6%	56.5%	43.5%
Lower Middle	41.9%	58.1%	35.0%	65.0%	59.1%	40.9%
Upper Middle	58.1%	41.9%	42.9%	57.1%	39.1%	60.9%
Upper						

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

Thank you