



Ireland's International Eucharistic  
and Marian Shrine



# 2025 Knock Shrine Gender Pay Gap Report



## About Knock Shrine

The story of Knock began on 21<sup>st</sup> August 1879, when the local villagers witnessed a silent Apparition at the gable wall of the Parish Church.

Since then, Knock has been a place of welcome, sanctuary and sacredness, a place for people to join in prayer and worship.

Knock Shrine has grown to become an international pilgrimage destination, welcoming over 1 million pilgrims each year, from all over the world to experience the unique peacefulness of this sacred place.

In 2021, Pope Francis elevated Knock to the status of International Eucharistic and Marian Shrine.

## Knock Shrine Gender Pay Gap Report 2025

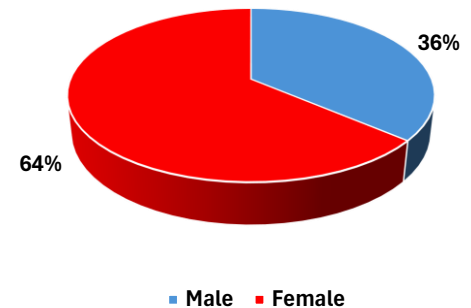
### Gender Profile

Our 2025 analysis is based on 163 employees who were employed by Knock Shrine on the snapshot date of 30th June 2025. 64% of our workforce are women with positive participation in all areas across the organisation.

We take pride in the strong representation of women throughout the organisation, including management level. We are committed to pay equity, ensuring that men and women in comparable roles are paid on similar pay scales.

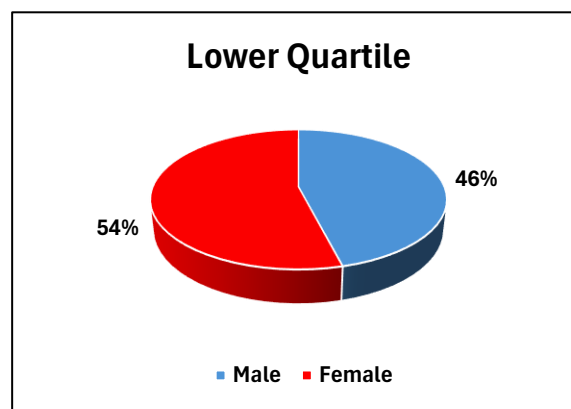
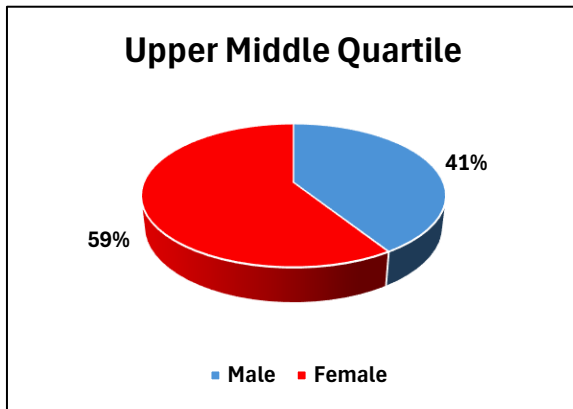
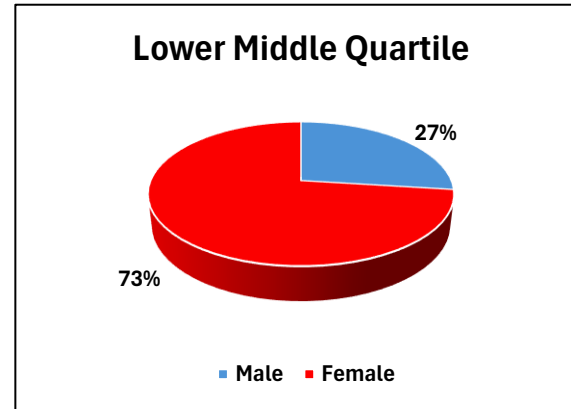
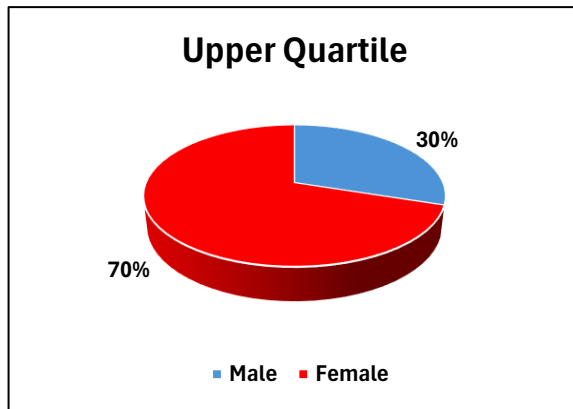
We aim to develop and maintain an environment that promotes a cohesive and inclusive organisation, recognising the importance of teamwork, trust and open communications. Knock Shrine values its workforce and endeavours to treat every employee with fairness, respect and dignity.

All Employees



## Gender Pay Quartiles

Gender pay gap quartiles divide our organisation's workforce into four equal groups based on hourly pay, from lowest to highest, to show the gender distribution at each pay level.



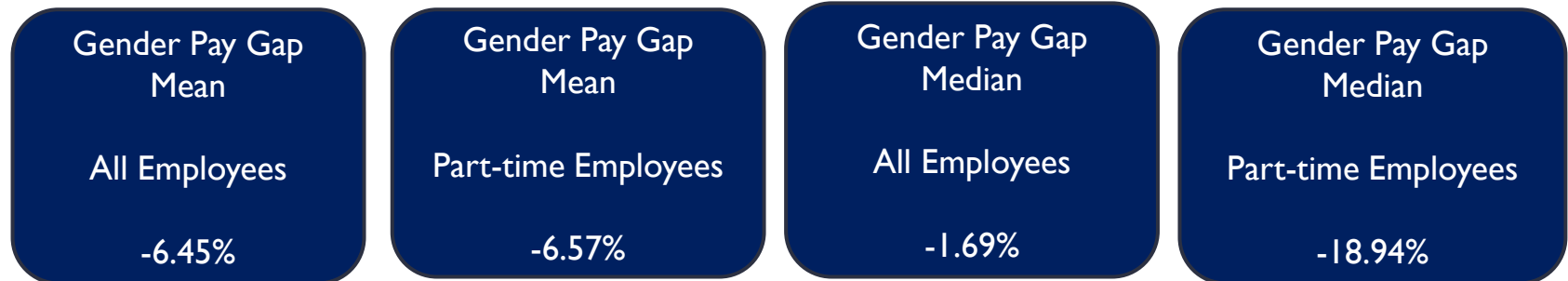
## About Gender Pay Gap

The gender pay gap refers to the difference in average hourly wages between males and females employed by Knock Shrine.

It is calculated in two ways:

1. Mean (average) gender pay gap in hourly pay: the average hourly rate of women compared to the average hourly rate of men shown as a percentage. A positive percentage figure indicates a favourable pay gap towards men, and a negative percentage figure indicates a favourable pay gap towards women.
2. Median(middle) gender pay gap in hourly pay: it is calculated by ranking all female employees by hourly pay and finding the midpoint. Then doing the same for male employees and calculating the percentage difference between these two median values. A positive percentage figure indicates a favourable pay gap towards men, and a negative percentage figure indicates a favourable pay gap towards women.

## Gender Pay Gap



Our **mean hourly pay gap** across all employees is -6.45% meaning that the average hourly pay for women is higher than the average hourly pay for men. This is impacted by a proportionally larger number of higher-paid female roles within the organisation. The mean hourly pay gap across all part-time employees is -6.57% for similar reasons.

Our **median hourly pay gap** across all employees is -1.69% favourable towards women, and across part-time employees is -18.94%, favourable towards women.

## **Gender Pay Gap – Bonus & BIK**

### **Percentage of male and female employees who received bonus**

- All staff in employment at calendar year-end received a Christmas voucher under the small benefit exemption scheme. The voucher value is the same for male and female employees and can only be used to purchase goods or services.

### **Percentage of male and female employees who received benefit in kind**

- No employees received benefit in kind (BIK).