KNOCK

Ireland's International Eucharistic and Marian Shrine



2026

Knock Shrine Gender Pay Gap Report

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About Knock Shrine

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

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

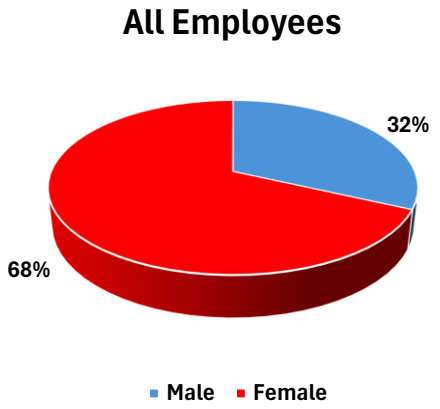
Since 1879, Knock has always been a place of welcome, sanctuary and sacredness, a place for people to join in prayer and worship. We welcome pilgrims and visitors every year and share with them a great sense of peace and comfort.

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

Knock Shrine Gender Pay Gap Report 2026

Gender Profile

Our 2026 analysis is based on 160 employees that were employed by Knock Shrine on the snapshot date of 30th June 2026. 68% of our total 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.

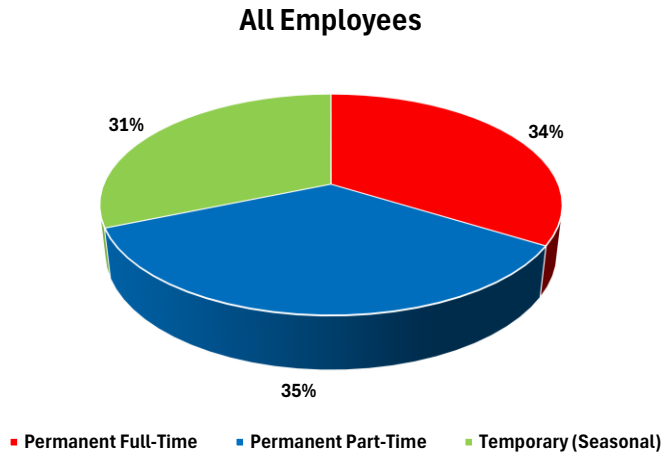
We aim to develop and maintain an environment that promotes a cohesive and inclusive organisation, recognising the importance of teamwork, trust and open communications. Knock Shrine values all its workforce and endeavours to treat every employee with fairness, respect and dignity.

Knock Shrine Gender Pay Gap Report 2026

Contract Type Profile

The employee contract profile on the snapshot date is as follows:

- Permanent full-time: 54 (34%)
- Permanent part-time: 56 (35%)
- Temporary (seasonal): 50 (31%)



Employment Type Profile

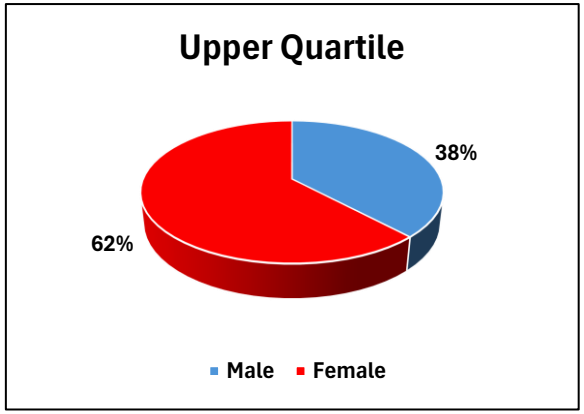
- Permanent full-time employee split is 52% male and 48% female.
- Permanent part-time employee split is 9% male and 91% female. Most part-time employment roles are due to employee requesting part-time work.
- Temporary (seasonal) employee split is 36% male and 64% female

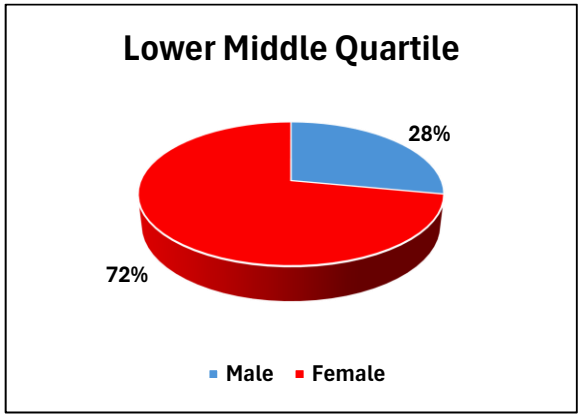
Contract Type	Female	Male	Total
Permanent full-time:	26	28	54
Permanent part-time:	51	5	56
Temporary (Seasonal):	32	18	50
Total	**109**	**51**	**160**

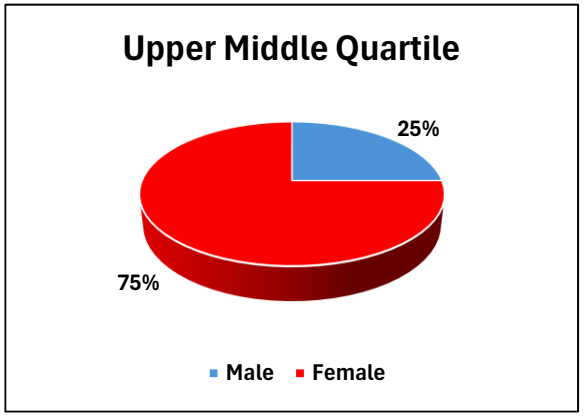
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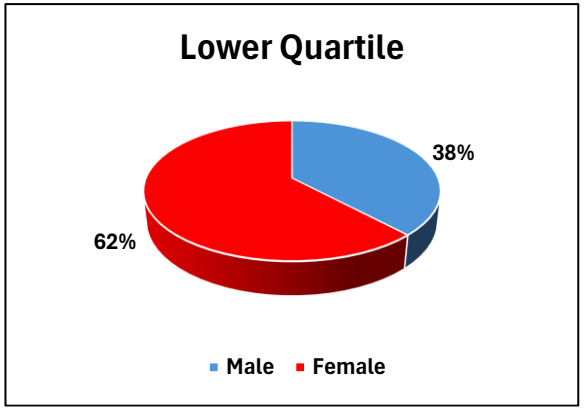
Gender Pay Quartiles 2026

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.









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About Gender Pay Gap 2026

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.

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Gender Pay Gap 2026

Gender Pay Gap Mean All	Gender Pay Gap Mean Permanent Full-Time	Gender Pay Gap Mean Permanent Part-time	Gender Pay Gap Mean Temporary (Seasonal)
6.51%	3.78%	3.19%	2.00%

The **mean hourly pay gap** across all employees is 6.51% meaning that the average hourly pay for male employees is 6.51% higher than the average hourly pay for female employees.

For permanent full-time employees, the gender pay gap narrows to 3.78% in favour of men.

For permanent part-time employees, the gender pay gap further narrows to 3.19% in favour of men.

For temporary (seasonal) employees, the gender pay gap is 2.00% in favour of men.

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Gender Pay Gap 2026

Gender Pay Gap Median All Employees	Gender Pay Gap Median Permanent Full-Time Employees	Gender Pay Gap Median Permanent Part-time Employees	Gender Pay Gap Median Temporary Employees
-0.13%	0.52%	22.94%	4.31%

The **median hourly pay gap** across all employees is -0.13% meaning that there is a slightly favourable gap for female employees.

For permanent full-time employees, the gender pay gap is 0.52% in favour of men.

For permanent part-time employees, the gender pay gap is 22.94% in favour of men.

For temporary (seasonal) employees, the gender pay gap is 4.31% in favour of men.

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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).