Ireland Gender Pay Gap Report - 2024

Snapshot date: 20 June 2024

Overview

Stripe's platform is designed to improve access to economic opportunity. We strive to attract talented individuals from all backgrounds, and build teams that create exceptional products for our users.

Stripe Payments Europe Limited (SPEL) meets the headcount threshold for gender pay gap reporting in Ireland in 2024, and the data reported below was taken on the snapshot date of 20 June 2024. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. Pay includes allowances, overtime, vested equity grants and performance related bonuses. The gender pay gap is measured by calculating both the mean and median pay for all men and women and does not take into account role, level, tenure or performance.

Between 2023 and 2024, our mean and median pay gaps in hourly remuneration and bonus remuneration increased in favour of women. This change is primarily due to women in senior and leadership positions in SPEL.

Gender Pay Gap data

1. Percentage of men and women employees paid bonuses

men	90%	
women	90%	

Explanatory note: All employees at Stripe are eligible to receive a bonus. Stripe pays their annual bonus in March, with bonus eligibility based on a hire date of 31 December 2023 or earlier. Those who did not receive an annual bonus were ineligible due to a start date after 31 December 2023.

2. Percentage of men and of women employees who received benefits in kind

men	100%
women	100%

3. Proportions of men and women employees in each quartile based on hourly remuneration

Quartile	men	women	
Upper	53.7%	46.3%	
Upper Middle	53.2%	46.8%	
Lower Middle	51.6%	48.4%	
Lower	61%	39%	

Explanatory note: As of the snapshot date, the organisation was 55% men and 45% women (in 2023, it was 56% men and 44% women). In the top 3 quartiles, Stripe is within a reasonable deviation (<5%) of the overall population. In the lower quartile, the 6% deviation is due to a higher % of men vs women in less senior level roles.

4. Gender pay gap in mean hourly remuneration

	All Employees	Part-Time Employees	Temporary Contracts
Pay Gap	-52.1%	n/a	n/a

Explanatory note: Using the mean calculation of hourly remuneration, the gap between men and women is -52.1% in favour of women. This is primarily driven by women at senior and leadership levels in SPEL. There was only 1 employee on a part-time contract, so the results here are inconclusive.

5. Gender pay gap in median hourly remuneration

	All	Part-Time	Temporary
	Employees	Employees	Contracts
Pay Gap	-4.8%	n/a	n/a

Explanatory note: Calculating the median involves arranging remuneration for all men and all women from lowest to highest and comparing the midpoint remuneration for men against the midpoint remuneration for women. Using the median calculation of hourly remuneration, the gap between men and women is -4.8% in favour of women. There was only 1 employee on a part-time contract, so the results here are inconclusive.

6. Gender pay gap in mean bonus remuneration

	All Employees	Part-Time Employees	Temporary Contracts
Pay Gap	-99.6.%	n/a	n/a

Explanatory note: Using the mean calculation of bonus remuneration, the gap between men and women is -99.6% in favour of women. This is primarily driven by women at senior and leadership levels in SPEL. There was only 1 employee on a part-time contract, so the results here are inconclusive.

7. Gender pay gap in median bonus remuneration

	All Employees	Part-Time Employees	Temporary Contracts
Pay Gap	-14.3%	n/a	n/a

Explanatory note: Using the median calculation of bonus remuneration, the gap between men and women is -14.3% in favour of women. This is primarily driven by women in mid to senior level positions in SPEL. There was only 1 employee on a part-time contract, so the results here are inconclusive.