



HOSTELWORLD
MEET THE WORLD

The Ireland Gender Pay Gap Report 2025



Rucksack Inn Siargao Hostel,
Philippines

The Gender Pay Gap explained

The concepts of 'equal pay' and 'gender pay gap' are not the same. The existence of a Gender Pay Gap does not mean that male and female employees are being paid at different rates for the same role. Male and female employees are entitled to receive like pay for like work (i.e. equal pay).

Equal Pay

Equal pay ensures that men and women receive the same pay for doing the same job, allowing for legitimate differences such as tenure and experience.

Gender Pay Gap

The gender pay gap shows the difference in average pay of men and women across the entire Irish workforce, irrespective of the role they perform, or level of seniority.

Mean pay gap

The average hourly pay point of all male and female employees.

Median Pay Gap

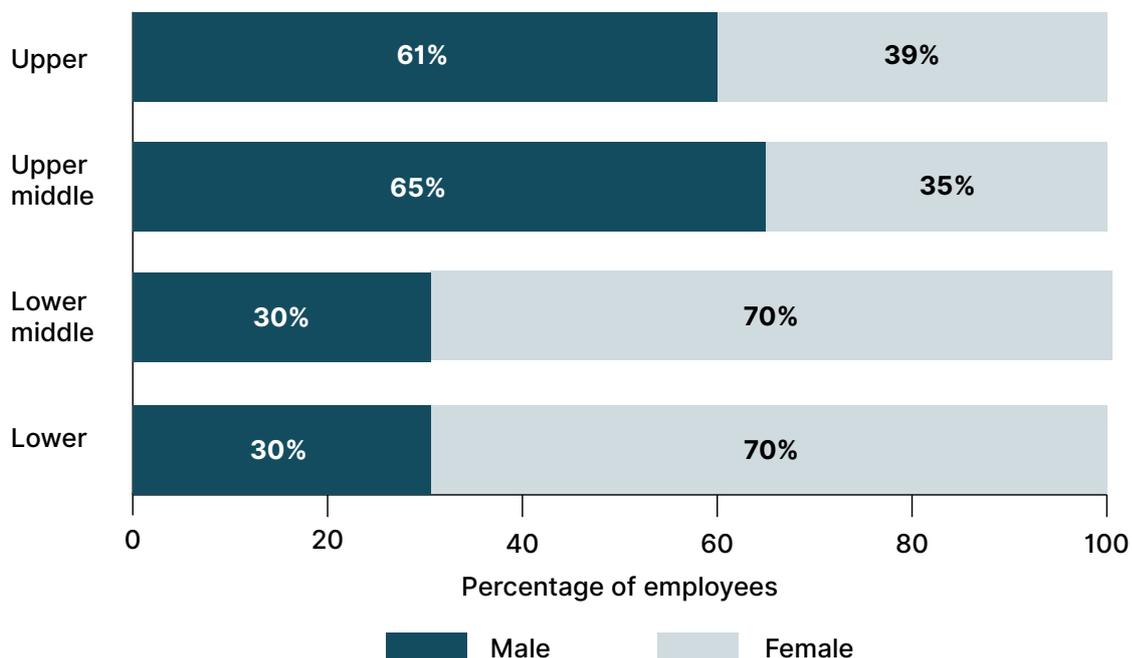
The midpoint hourly pay point of all male and female employees.

What this means: In a population with unequal numbers of men and women in different quartiles, even when there is equal pay there will be a pay gap.

Hostelworld demographics

Our people are based across more than 15 countries. Below you will see the gender split in Ireland.

Proportion of male and female in each pay quartile



What is our 2025 Gender Pay Gap?

At Hostelworld, we are committed to fostering an inclusive and equitable workplace. In 2025 we were accredited at Investors in Diversity Gold standard, which independently recognises our whole organisation approach to inclusion and diversity. Our 2025 gender pay gap report, based on a snapshot date of 30 June 2025, shows a median hourly remuneration gap of 33.5% and a median bonus gap of 14% for our Irish entity. The mean hourly remuneration gap is 24.8% and the mean bonus gap is 24%. These figures are prepared in line with the Gender Pay Gap Information Regulations.

Median Pay Gap
(total hourly
remuneration)

33.54%

Median Pay Gap
(bonus)

14.15%

Mean Pay Gap
(total hourly
remuneration)

24.75%

Mean Pay Gap
(bonus)

24.25%

Why the gap?

The primary factors contributing to our gender pay gap are:

- A higher proportion of men in senior and technical roles in Ireland, which attract higher levels of pay and bonus opportunity.
- There are fewer women in our hiring pipeline for these roles. This is partially a reflection of broader trends in the technology sector, and partially around our approach, as an international company, to hiring around the world. This includes our Tech hub in Portugal where most of our Tech roles are based. Accordingly, these results don't reflect the breadth of roles across the company since the requirement is only to report on roles based in Ireland.
- Bonus eligibility and potential are linked to role seniority and function, with higher eligibility in roles more often held by men.
- Women are overrepresented in lower and lower-middle pay quartiles and underrepresented in upper quartiles.



El Rio Buritaca Hostel,
Colombia

What are we doing to reduce the Gender Pay Gap?

Our action plan is guided by the Investors in Diversity framework and our People Plan. Gold accreditation reflects evidence of delivery in five areas, which we continue to strengthen:

Leadership and accountability

Executive Team and Board oversight through the ESG governance cycle, with progress reviewed against IE&D objectives.

Policy and practice

Enhancements to supportive and inclusive policies, and consistent application through manager training.

Recruitment, retention and progression

Structured, bias-reduced hiring, outreach to broaden pipelines, and mentoring for progression.

Recording and monitoring

Ongoing monitoring of representation, progression and reward outcomes to inform targeted interventions.

External impact

Partnerships and community engagement that support broader inclusion goals.

Our commitment

We are committed to reducing our gender pay gap through a range of measures:

- We use gender-neutral language in job adverts and structured, bias-reducing recruitment processes.
- We partner with organisations such as TeenTurn to encourage women into STEM roles and offer internships and mentoring.
- We provide flexible and hybrid working options to support work-life balance for all employees.
- We have introduced enhanced supportive policies, including fertility, surrogacy, menopause, and domestic violence leave.
- All managers complete Inclusive Leadership training, and we monitor diversity metrics at Board and Executive level.
- We offer mentoring and scholarship programmes to support women's progression into senior roles.
- We regularly review our policies and practices, seeking feedback from employees to identify and address barriers to progression.



We recognise that closing the gender pay gap requires sustained effort and commitment. We will continue to monitor our progress, report transparently, and take action to ensure that all employees have equal opportunities to succeed at Hostelworld. We don't see our Investors in Diversity Gold Accreditation as an end point. It provides an external benchmark for our approach, while our focus remains on concrete progress in representation and pay outcomes over time.