



# Airbnb Ireland UC Gender Pay Gap Report 2022

Ireland is home to almost 400 Airbnb employees, 80% of whom work in our Global Operations function, our multilingual hub that supports our community of Hosts and guests around the world.

For the first time in Ireland, the Gender Pay Gap Information Act 2021 requires all companies with 250 or more employees to report their binary gender pay gap. We welcome this new legislation and support its important objective: greater workplace gender equity in Ireland.

We are deeply committed to making Airbnb a place where people of all backgrounds, identities and experiences are treated fairly and can succeed. We are proud to have been named on the [Parity.org](https://www.parity.org/) Best Companies for Women to Advance List in 2021 and 2022 which recognises our work introducing a mix of exemplary benefits, policies, and programmes that help ensure women around the globe have significant opportunities to advance their careers at Airbnb.

This is of vital importance as we strive to have 50% of global employees identify in the gender binary as women at every level by 2025. Today, we are proud that 56% of our employees in Ireland and 49% globally are women.



## Gender pay gap reporting versus equal pay for equal work

Gender pay gap reporting in Ireland shouldn't be confused with equal pay for equal work. Equal pay is already a requirement under Irish law and Airbnb has conducted a global pay equity analysis annually since 2015 to help ensure equal pay for equal work. Our pay equity analysis takes into account gender and other factors such as level, location, job type, time in role and performance rating. In 2022, our annual compensation review in Ireland found that there were no statistically-significant gaps in our annual salary and equity refresh grants. We are committed to continuing these analyses on an annual basis and you can find out more [here](#).

Unlike our pay equity analysis, the Irish gender pay gap reporting rules measure mean and median pay received between genders<sup>1</sup> over a 12 month period<sup>2</sup> and do not consider factors such as level, location, job type, time in role and performance rating. The Irish reporting requirements calculate 'gaps' using a prescribed methodology where 'hourly remuneration' includes all forms of pay, whilst 'bonus remuneration' includes bonuses and RSU grants that vest during the reporting period. Employers must also show the proportion of men and women in four quartiles based on earnings.

### Our results

#### Hourly remuneration

**14.0%**  
median pay gap

**23.9%**  
mean pay gap

#### Bonus remuneration

**9.6%**  
median pay gap

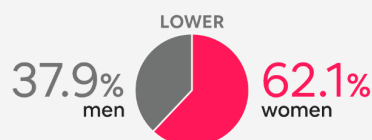
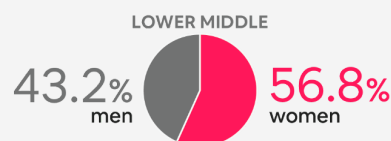
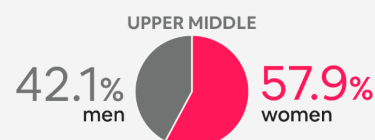
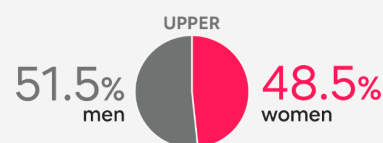
**29.3%**  
mean pay gap

#### Employees receiving bonuses and benefits

**100%**  
employees receive a bonus

**100%**  
employees receive benefits

#### Pay quartiles by gender



<sup>1</sup> Gender information at Airbnb Ireland is self-declared by employees

<sup>2</sup> Reporting period: 1st July 2021 - 30th June 2022



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When grouping all employees together without accounting for the key factors or nuances discussed above and using the methodology set by the Gender Pay Gap Information Regulations, there is a median gap in hourly pay of 14.0% and a mean pay gap of 23.9%, both in favour of men.<sup>3</sup> All employees received both bonuses and benefits at Airbnb during the reporting period. The median bonus pay gap is 9.6% and the mean bonus pay gap is 29.3%, both in favour of men.

The main reason for the gender pay gap across both hourly and bonus pay is that Airbnb Ireland has near equal representation in the upper quartile but more women than men in the remaining quartiles. Specifically, women represent 59% of the workforce in the lower and two middle quartiles. This is equivalent to 78% of the total female workforce in Ireland, while men in these same quartiles represent 70% of the total male workforce.

We are proud to have a strong pipeline of future women leaders in Ireland and are doing more through our recruiting, promotion and retention practices to increase representation at Airbnb.

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## Looking ahead

We are taking deliberate actions to make our recruiting, promotion and retention practices more inclusive, and have policies and programmes in place to foster belonging in our workplace and support the long-term representation of women at all levels and across all functions. Some of these actions include:

- In 2020, we set longer-term goals to make Airbnb more diverse and inclusive. By the end of 2025, we aim to have at every level 50% of our global employees who identify in the gender binary as women.
- Using inclusive candidate slates globally, starting in 2017, to ensure that diversity and/or gender balance is present on candidate slates when we hire for eligible open roles.
- Conducting an inclusive hiring process with diverse interview panels running competency based interviews for each candidate. We also provide training for inclusive hiring practices to hiring managers to help reduce any potential for bias in our recruitment process.
- All performance ratings and promotions are reviewed from a diversity and belonging perspective to help exclude potential gender bias.
- Sharing base pay hiring ranges on job postings in the US, starting in 2022, to increase transparency. Over time, we plan to expand pay transparency in countries outside the US.
- Increasing our investment in professional development, mentorship and sponsorship for women and underrepresented minorities, as well as those who actively advance diversity and

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<sup>3</sup> At the time of the report, we did not employ any part-time employees and had just one employee on a fixed term contract. As gaps can only be calculated if there is at least one employee of each gender, we are unable to report mean and median pay gaps for part-time or fixed term employees.



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belonging. Some examples of this work include offering leadership development courses for members of our employee resource groups and our Global Diversity ambassadors and reinvigorating our sponsorship programme.

- Offering a range of inclusive benefits that help all employees care for themselves and their families, including: paid maternity, parental and/or caregiver leaves, financial support for fertility care, adoption and surrogacy, covering the cost for mothers to ship their breast milk home when travelling for work, providing backup care support for children and the elderly, and personalised family support systems.
- Providing mental health and wellbeing support through our employee assistance programme provider which offers employees and eligible dependents comprehensive wellbeing and mental health care that is personalised and easy to use, and additional time off and allowance for well-being purposes.
- Airbnb's design for living and working anywhere gives employees the flexibility to live where they want, and work from where they can be their best. Within a month of announcing this flexible approach, more than 1 million people visited our careers page.
- As a recent [step](#), we are including diversity and belonging as a criterion for executive compensation. Going forward, Airbnb's executive team will have a portion of their annual equity award tied to performance against their teams' respective diversity plans including goals for diverse representation and growth and development of underrepresented groups. Progress will be reported to our board of directors on a regular basis.

Our focus on an inclusive hiring process, career development and offering holistic benefits that promote flexibility and wellbeing are all steps we're taking to foster greater representation of women across all levels at Airbnb. The people who work at Airbnb define Airbnb. We are proud of the contribution they make to our community everyday around the world and we are committed to ensuring that Airbnb continues to be a place where women can thrive.