



Coimisiún
na Meán

Gender Pay Gap Report 2024



Foreword from the Commission

Established in March 2023, our organisation was founded with equality, diversity, and inclusion (EDI) as a core principle. Over the past year, we have grown from a team of just over 40 to more than 200 staff members. This expansion has provided us with a unique opportunity to embed EDI into our culture and practices from the outset.

Our inaugural Gender Pay Gap Report reflects our unwavering commitment to EDI. As of June 2024, we proudly report no median gender pay gap and a mean pay gap of just over 9%. These figures stem from the distribution of roles at various grades, underscoring our focus on balanced representation across all levels of our organisation.

EDI is not merely an objective but one of the two main pillars of our People Strategy. It shapes our approach as we continue to grow, ensuring our organisation is a workplace where everyone feels valued, included, and empowered to thrive. Promoting equality across gender and other dimensions of diversity strengthens our organisation, fostering better decision-making, creativity, and resilience.

Achieving these goals requires the ongoing commitment of every member of our team. We remain dedicated to this journey, prioritising transparency and meaningful action to create opportunities for all, now and in the future.



What is the Gender Pay Gap?

The gender pay gap represents the difference between the average hourly earnings of men and women, expressed as a percentage of men's earnings. It is important to note that the gender pay gap does not reflect unequal pay for equal work, which is unlawful. Instead, it highlights variations in average earnings due to factors such as representation in senior roles and occupational segregation.

Definitions:



The **median gender pay gap** is the difference between the midpoints in the ranges of men's and women's pay. It takes all salaries in the sample, lines them up from lowest to highest, and picks the middle salary.



The **mean gender pay gap** is the difference in the average hourly wage for men and women.



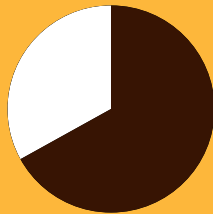
Our Gender Pay Gap Figures



Snapshot Date:
30 June 2024



Total workforce on the snapshot date: 160



Workforce Composition:

- 67% women
- 33% men



0%

Median Gender Pay Gap



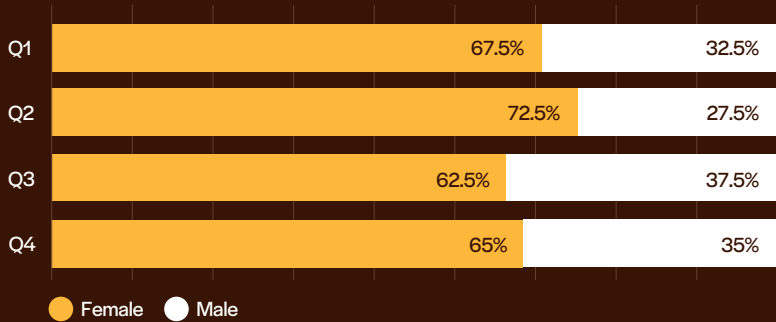
9.18%

Mean Gender Pay Gap
in favour of male employees

Our 0% median pay gap demonstrates that men and women earn the same at the midpoint. However, a 9.18% mean pay gap reflects a slight overrepresentation of men in senior roles relative to the overall female workforce.

Our Pay Quartiles

Each pay quartile represents 25% of our workforce, divided into four groups ranked from the lowest to the highest earners.



Part Time Employees



30.39%

Median Gender Pay Gap
in favour of female employees



32.58%

Mean Gender Pay Gap
in favour of female employees

Just over 3% of our staff are part-time workers, 80% of whom are female. The higher female representation within this group of staff is reflected in our median and mean gender pay gap.

Temporary Contract Employees

We employ a small number of fixed-term contract staff, with 98.13% of our employees working on a permanent contract. We reported no Median nor Mean Gender Pay Gap in respect of temporary contract employees.

Understanding the Influences on Our Gender Pay Gap

We have no median gender pay gap, indicating balanced pay distribution at the midpoint of our workforce. The mean pay gap arises primarily from differences in male and female representation across job grades. While women make up 67% of the workforce and are well-represented in all senior management roles, their presence is slightly lower in senior roles, including at the Commission level. The value of the mean is influenced by the effect of high and low salaries on the average. The Commission posts, being the highest-paid roles in the organisation, significantly impact the mean. On the snapshot date, one of these posts was vacant, but it has since been taken up by a female Commissioner.

What We Achieved in 2024



Flexible and Inclusive Culture

- **Organisational Values:** We embedded values of Integrity, Independence, Impact, People Focused, Trust, and Courage to foster respect, inclusion, and equity.
 - **People Strategy:** Our People Strategy, launching in early 2025, embodies our commitment to Equality, Diversity, and Inclusion (EDI). With EDI as a core pillar, it promotes fair recruitment, equitable career progression, and a supportive workplace where all employees can thrive.
 - **Flexible Working:** Introduced flexi-hours and hybrid working arrangements to accommodate diverse needs and enhance work-life balance.
 - **Employee CARE Forum:** Established an Employee Voice Forum for open dialogue and engagement.
 - **Induction Programme:** Integrated EDI principles into onboarding to raise awareness from the start.
 - **Celebration of Key Events:** Focused on initiatives such as International Women's Day to highlight our commitment to equality.
 - **Bronze Accreditation:** Working towards Investors in Diversity Bronze Accreditation, which will showcase our progress in EDI.
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What We Achieved in 2024



Inclusive Policies

We are dedicated to creating an inclusive workplace culture through policies that support flexibility, work-life balance, and meaningful assistance for all employees. Our initiatives are designed to promote equity and ensure every team member feels valued and supported.

- **Talent Acquisition Policy:** Ensures a fair, transparent, and inclusive recruitment process, providing equal opportunities for all candidates while actively fostering diversity and aligning talent selection with our commitment to equality and organisational values.
 - **Enhanced Family Support:** Includes 26 weeks full-pay maternity leave, nine weeks full-pay parent's leave, two weeks full-pay paternity leave, and most flexible manner of taking parental leave for parents of children up to the age of 16.
 - **Sick Leave:** Offers generous full-pay sick leave entitlements.
 - **Hybrid Working Model:** Provides flexibility to help employees balance personal and professional commitments.
 - **Managing Working Hours & Leave:** Flexible start and end times, demonstrating our commitment to work-life balance and supporting employees in managing their time effectively.
 - **Learning & Development:** Ensures equitable access to development opportunities, fostering diverse skills and an inclusive environment for growth.
 - **Domestic Violence Leave Policy:** Introduced to support employees facing personal challenges.
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What We Achieved in 2024



Leadership Development

- **Women in Leadership:** Supported female leaders through programmes such as DCU's Executive Leadership Development Programme.
- **Leadership Pathways:** Delivered equitable training opportunities to foster professional growth for all.



Recruitment Practices

- **Fair Recruitment:** Standardised interview processes, gender-balanced panels, and unconscious bias training for interviewers.
- **Inclusive Job Advertisements:** Used gender-neutral language and included an EDI statement.
- **Partnership with Open Doors Initiative:** Collaborated to drive diversity-focused recruitment strategies.



Our Commitments for 2025

1

Develop a Comprehensive EDI Strategy: Strengthen and formalise our approach to equality, diversity, and inclusion.

2

Silver Accreditation: Pursue Investors in Diversity Silver Accreditation to benchmark progress.

3

Enhance Talent Practices: Adopt an inclusive approach to talent attraction, retention, and development.

4

Employee Value Proposition: Craft an EVP aligned with our values and strategy to appeal to diverse talent.

5

Data-Driven Insights: Use analytics to assess candidate pipelines through a diversity lens.

6

Updated Policies: Relaunch our Dignity at Work Policy with mandatory training on bullying, harassment, and discrimination.

7

Promote Policies: Ensure awareness of family leave and domestic violence leave policies.

Conclusion

At Coimisiún na Meán, equality, diversity, and inclusion are not just values but integral to who we are. We are committed to fostering a workplace where all employees feel empowered to achieve their full potential. Together, we will continue this journey, building a culture of equity and excellence for years to come.



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