

An  
Coimisiún  
Pleanála

# Gender Pay Gap Report 2025



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## **Gender Pay Gap Reporting**

The Gender Pay Gap (GPG) is the difference in the average hourly wage of men and women across a workforce.

The Gender Pay Gap examines gender parity across an organisation and should not be confused with Equal pay which deals with the pay differences between people of different genders who carry out the same jobs, similar jobs or work of equal value.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for Gender Pay Gap reporting in Ireland.

The Act requires organisations to report on their hourly Gender Pay Gap across a range of metrics.

The reporting period is the 12-month period immediately preceding an including the snapshot date.

### **An Coimisiún Pleanála report**

The reporting period for this report is the 20<sup>th</sup> of June 2024 to the 19<sup>th</sup> of June 2025.

Mean and median hourly pay for male and female employees, is expressed as a percentage of the mean and median hourly pay for male employees who are employed full time, part-time, and temporary on both reports.

The report looks at the number of men, women, and nonbinary people across four quartile pay bands which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.

The report will explain the Gender Pay Gap in An Coimisiún Pleanála and what measures are proposed or being taken to reduce or eliminate any gender pay gap.

### **Employment Profile**

On the 19<sup>th</sup> of June 2025 there were 289 employees in An Coimisiún Pleanála, this included 14 Commissioners.

There were 6 part-time staff, and 0 temporary staff in total.

The criteria applied for part-time staff was staff members working 60% of a typical work week (21 hours per week) or less.

### **Data**

All processing was carried out by members of the Human Resources Team in conjunction with employees from the Finance Team and in line with Data Protection obligations. All data used for producing this report was processed by employees who would have access to the data as part of their daily duties within the Human Resources Unit of the Department.

HR surveyed employees on gender to allow for systematic inclusion of gender. Employees had the option of selecting male, female or non-binary. This is in recognition of the right of all citizens to gender self-determination, as enshrined by law in the Gender Recognition Act, 2015. Equally it is in recognition of our responsibility to help create an environment where employees can feel respected and supported at work in relation to their gender preference.

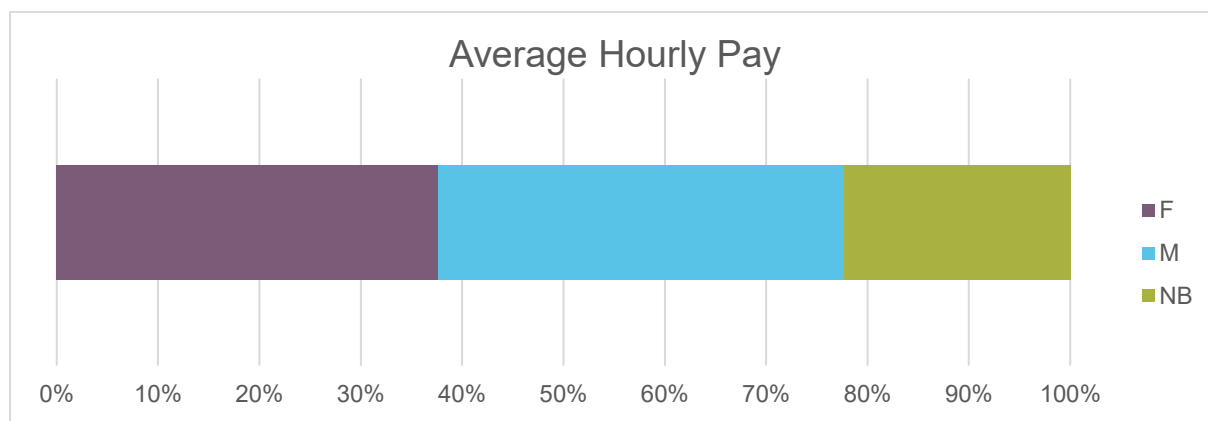
All statistics provided in this report are combined and do not identify individuals.

### Mean Hourly Gender Pay Gap

The mean gender pay gap is the difference in the arithmetic average hourly pay for nonbinary people and women compared to men, within our organisation.

The mean pay gap for women (F) in the organisation was **6.1%**.

The mean pay gap for Nonbinary people (NB) in the organisation was **46.8%**.

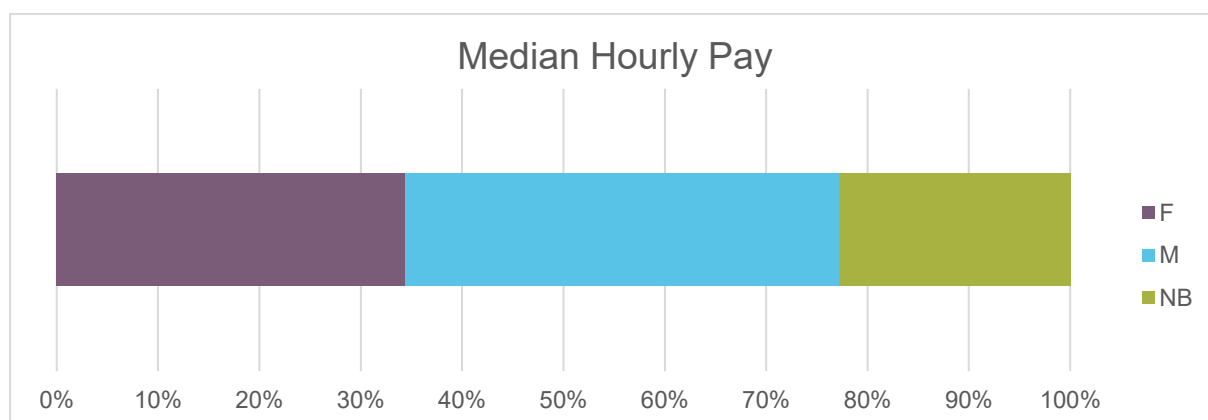


### Median Hourly Gender Pay Gap

The median gender pay gap is the difference between nonbinary people’s median hourly pay, women’s median hourly pay, and men’s median hourly pay. The middle-paid person in each category is compared. The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

The median pay gap for women (F) in the organisation was **19.8%**.

The median pay gap for Nonbinary people (NB) in the organisation was **44.3%**.



## Full Time, Part Time, and Temporary Staff

### Full Time Staff

There were 283 full time staff, 128 men, 154 women and 1 nonbinary staff.

For women (F) the mean pay gap was **5.5%**,  
and the median pay gap was **16.9%**.

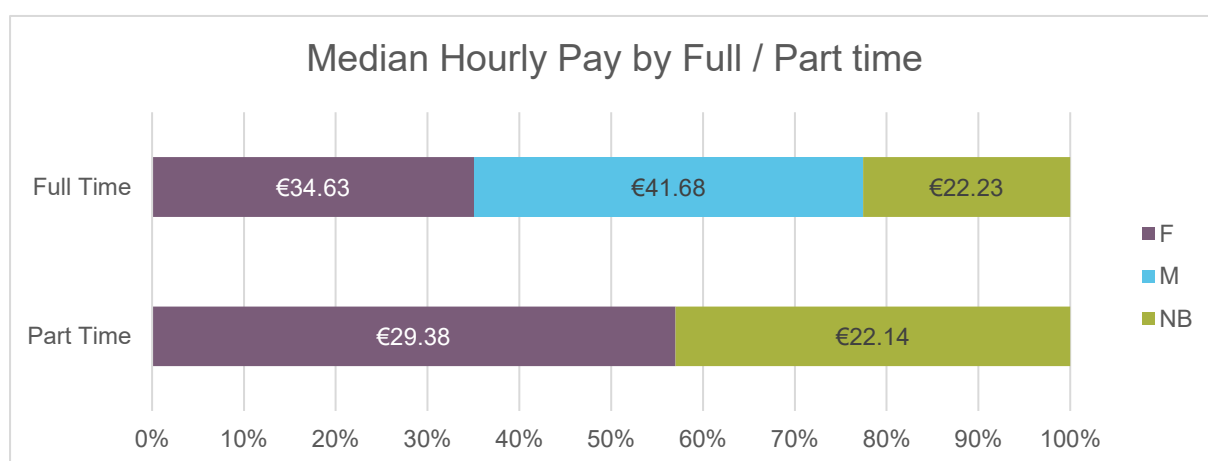
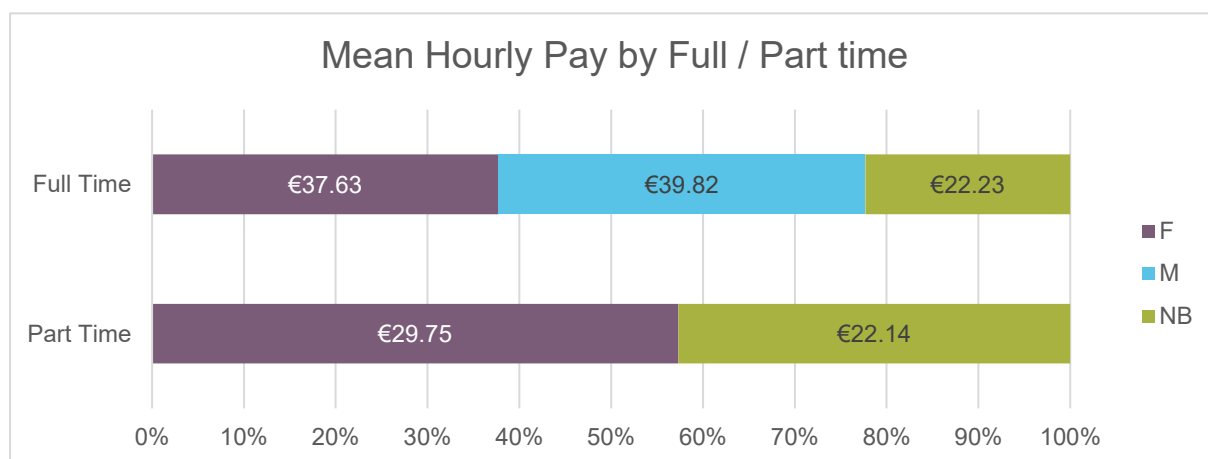
For nonbinary people (NB) the mean pay gap was **44.2%**,  
and the median pay gap was **46.7%**.

### Part Time Staff,

There were 6 part time staff, 5 women and 1 nonbinary staff.

### Temporary Staff

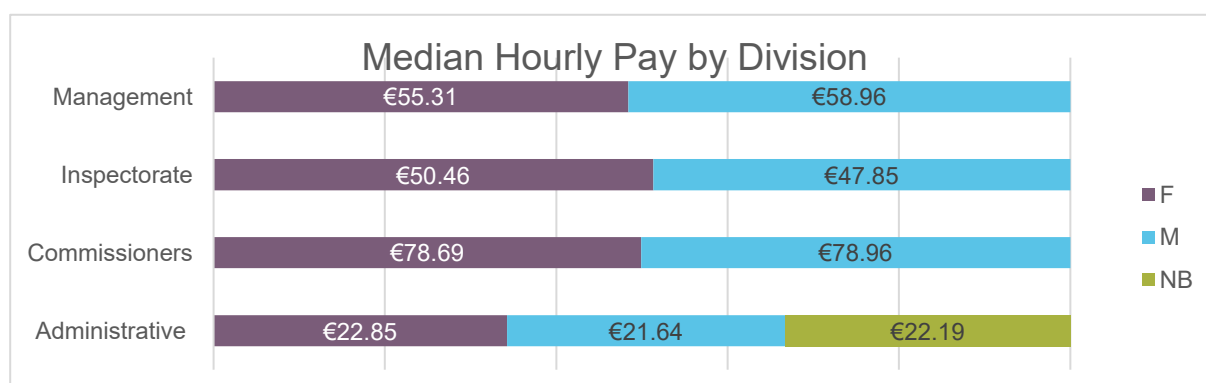
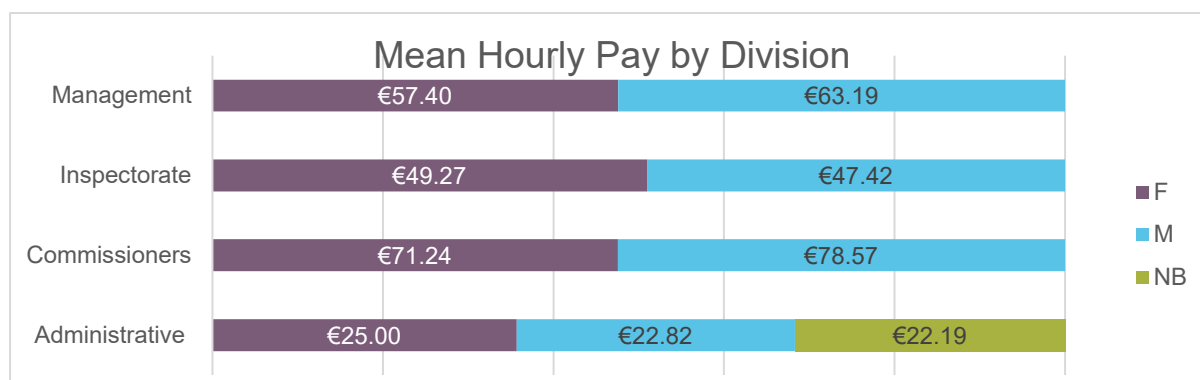
As of 19<sup>th</sup> June 2025, there were no temporary staff in An Coimisiún Pleanála



## Breakdown by Section

Of the 289 staff, there were:

- 14 Staff on the Commission; 8 men, 6 women.  
*The mean pay gap for women in the Commissioner role was 32.2%*  
*The median pay gap for women in the Commissioner role was 0.3%*
- 27 staff in Senior Management; 13 men, and 14 women.  
*The mean pay gap for women in Senior Management roles was 25.4%*  
*The median pay gap for women in Senior Management roles was 6.2%*
- 100 staff in Inspectorate grades; 49 men, and 51 women.  
*The mean pay gap for women in Inspectorate roles was -8.1%*  
*The median pay gap for women in Inspectorate roles was -5.5%*
- 148 staff in Administrative grades; 58 men, 88 women and 2 nonbinary staff.  
*The mean pay gap for women in Administrative roles was -9.5%*  
*The median pay gap for women in Administrative roles was -5.6%*  
  
*The mean pay gap for nonbinary people in Administrative roles was 2.8%*  
*The median pay gap for nonbinary people in Administrative roles was -2.5%*



**Commission:** Commissioner, Deputy Chief Commissioner.

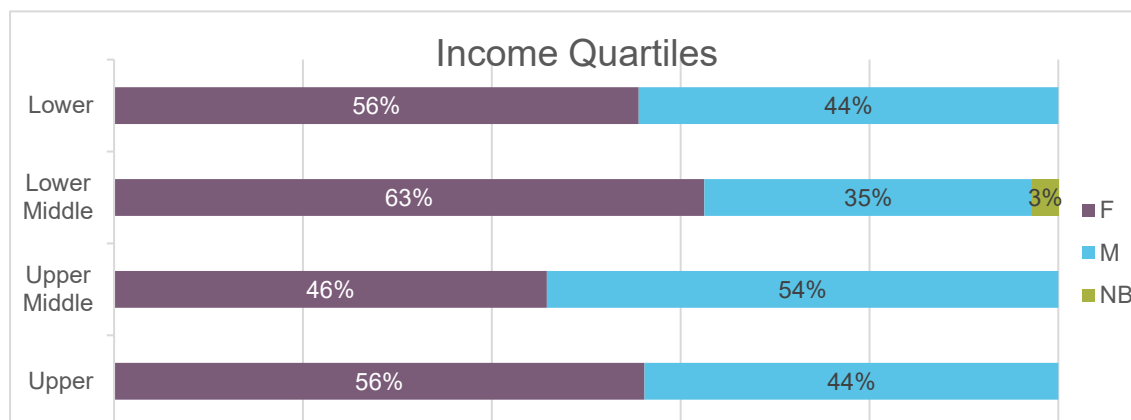
**Senior Management:** Chief Executive Officer, Chief Officer, Directors, Assistant Directors, Senior Administrative Officers

**Inspectorate:** Senior Planning Inspectors, Planning Inspectors, Specialists, Planning Interns.

**Administrative:** Senior Executive Officers, Executive Officers, Administrative Assistants.

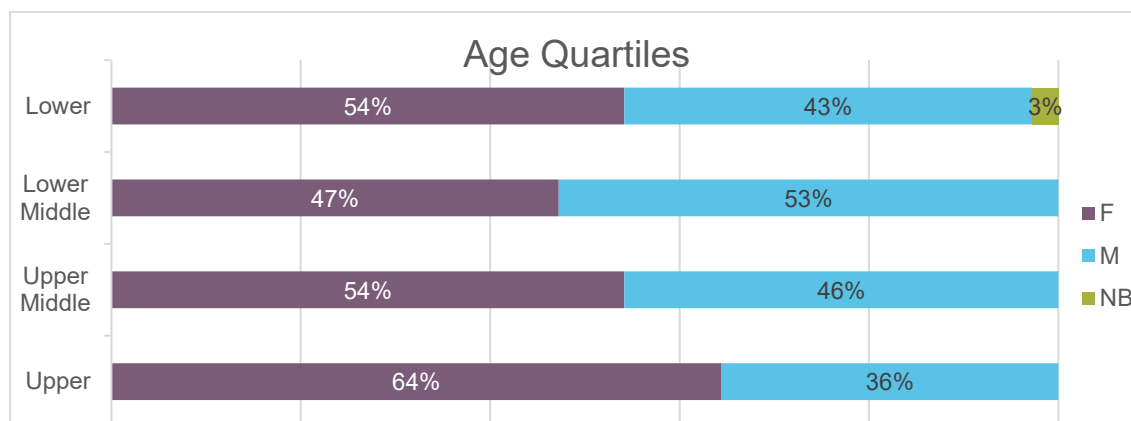
### Income Quartiles

The report looks at the number of men, women, and nonbinary people across four quartile pay bands which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.



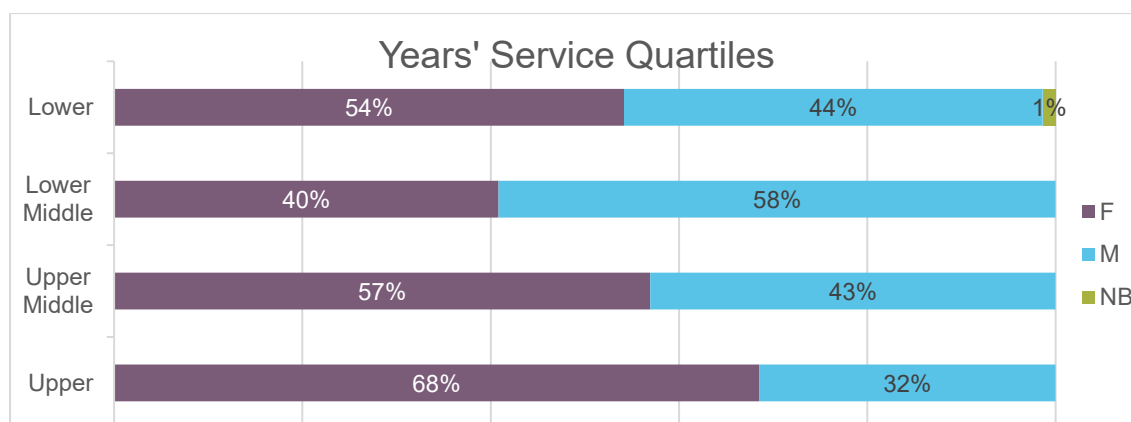
### Age Quartiles

The report looks at the number of men, women, and nonbinary people across four quartile bands of age which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.



### Years' Service Quartiles

The report looks at the number of men, women, and nonbinary people across four quartile bands of years' service which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.



## Conclusions

As an equal opportunity employer, the Commission has strived over recent years to improve the gender balance at each level by reviewing supports and policies to ensure these are impactful and measurable, this has led to there being some improvements to parity in the gender pay gap since last year.

This is continued through a range of staff supports in the Commission and there has been a great deal of effort in recent years to improve our gender balance at senior manager level, including actively supporting family friendly initiatives such as hybrid working, worksharing, statutory leave schemes and the shorter working year scheme.

There are now more women in Senior Management positions, as well as women who are appointed as Commissioners. A relatively higher share of the roles taken up by women are administrative grades, which have a lower average hourly pay than other grades. This results in an overall lower organisational average hourly rate of pay for women compared to men.

In general, the average years' service is correlated to an average hourly pay. The salary is aligned to Civil Service payscales, all staff members are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

All grades have payscales which are determined by incremental salary scales and each employee progresses to the next point on a yearly basis. The higher salary scales are also determined by seniority in a given grade, which is also correlated with average years' service within the organisation and not attributable to gender.

The introduction of the higher pay scale for Administrative Assistants earlier this year also has improved the hourly pay for administrative staff with a high number of years' service.

Within the lower paid grades, it is noteworthy that women are on a higher pay scale point on average, due to a relatively longer length of service in the grade.

Additionally, the difference in median and mean hourly pay for Nonbinary people (NB) within the organisation is due to this being a subset of the organisation that is on average younger and with less years' service than the average in other gender categories.

While this correlation of service and hourly pay is reflected in the higher pay among women in the administrative and inspectorate grades, there is an average higher pay among men in senior management and commission level positions, which runs counter to the overall organisational trend.

## How are we eliminating the gender pay gap?

An Coimisiún Pleanála is committed to addressing gender imbalances through measures within our control. The organisation will continue to promote initiatives aimed at supporting gender balance in our workforce, such as:

Internal steps to manage gender pay gaps in the organisation.

Initiative	Technique
Interview Boards	Ensuring our recruitment and selection processes are conducted by gender balanced selection boards  Training all our selection boards in equitable best practice techniques
Compulsory Training	All newly recruited staff participate in Equality and Diversity training as part of their induction training. Respect and Dignity training also included at this time.
Learning & Development	Staff are encouraged to avail of internal and external learning and development opportunities and supports
Flexible Working	Specific supports available are highlighted to staff, there is a variety of leave and working arrangements. Hybrid working is in operation for a number of years for all staff and Commissioners.
PMDS Training	A training programme for all staff and managers was carried out in Q1 of 2025

Proposed measures to reduce or eliminate any gender pay gap

Initiative	Technique
Climate surveys and workshops	An Coimisiún Pleanála is committed to a culture of respect, dignity, equality and fairness. Workshops and surveys are used to engage with colleagues to identify opportunities to deliver initiatives that continue to promote Equality Diversity and Inclusion so the work environment is more equal and diverse.
Equality Diversity and Inclusion Strategy	Progress the Delivery of An Coimisiún Pleanála's Draft Equality, Diversity and Inclusion Policy.
Flexible working information sessions	Launch a series of information sessions designed to inform colleagues of the different leave types available, including sessions on Menopause supports and family-friendly leave options and how they can be accessed.
Dignity at Work Training	Unconscious bias and respect and dignity training is being rolled out in Q4 of this year and will be mandatory for all staff members and planning commissioners of An Coimisiún Pleanála.
Strategic Plan Training	An Coimisiún Pleanála's Strategic Plan is currently being developed and training on values will follow the launch.

## Appendix

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021. The data outlined below is based on the twelve-month period to 19<sup>th</sup> of June 2025.

### Overall Mean and Median

Mean Full Time		Mean Part Time		Mean Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
F	5.5%	F	n/a	F	6.1%
M	n/a	M	n/a	M	n/a
NB	44.2%	NB	25.6%	NB	44.3%

Median Full Time		Median Part Time		Median Total	
Gender	Wage Gap	Gender	Wage Gap	Gender	Wage Gap
F	16.9%	F	n/a	F	19.8%
M	n/a	M	n/a	M	n/a
NB	46.7%	NB	24.7%	NB	46.8%

### Mean and Median by Division

Mean Pay by Division				
Gender	Administration	Commissioners	Inspectorate	Management
F	-9.5%	32.2%	-8.1%	25.4%
M	n/a	n/a	n/a	n/a
NB	2.8%	n/a	n/a	n/a

Median Pay by Division				
Gender	Administration	Commissioners	Inspectorate	Management
F	-5.6%	0.3%	-5.5%	6.2%
M	n/a	n/a	n/a	n/a
NB	-2.5%	n/a	n/a	n/a

## Quartiles

<b>Income Quartiles</b>	<b>F</b>	<b>M</b>	<b>NB</b>
<b>Upper</b>	56%	44%	n/a
<b>Upper Middle</b>	46%	54%	n/a
<b>Lower Middle</b>	63%	35%	3%
<b>Lower</b>	56%	44%	n/a

<b>Age Quartiles</b>	<b>F</b>	<b>M</b>	<b>NB</b>
<b>Upper</b>	64%	36%	n/a
<b>Upper Middle</b>	54%	46%	n/a
<b>Lower Middle</b>	47%	53%	n/a
<b>Lower</b>	54%	43%	3%

<b>Years' Service Quartiles</b>	<b>F</b>	<b>M</b>	<b>NB</b>
<b>Upper</b>	68%	32%	n/a
<b>Upper Middle</b>	57%	43%	n/a
<b>Lower Middle</b>	40%	58%	n/a
<b>Lower</b>	54%	44%	1%

Notwithstanding that, it is acknowledged that our Gender Pay Gap rates as set out in this report point to a series of differences when looking at both the overall picture and at the more granular level.