



Environmental  
Protection Agency

# Gender Pay Gap

## Report 2024



Engaging  
Enabling  
Empowering



# ENVIRONMENTAL PROTECTION AGENCY

## GENDER PAY GAP REPORT 2024

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## FOREWORD

This is the third Gender Pay Gap for the Environmental Protection Agency.

The EPA is committed to building a more diverse and inclusive organisation. We recognise that to fulfil our vision and mandate, we need people with different backgrounds, experience and perspectives. We are privileged to have talented, dedicated and professional staff, who are immensely important in delivering our mandate and our purpose to protect, improve and restore our environment through regulation, scientific knowledge and working with others.

We are committed to building on our culture of excellence, where our colleagues are supported, and where everyone can give their best. Our organisational values and behaviours are placed at the core of our work. A diverse and inclusive culture can lead to the emergence of great talent and expertise in the EPA.

## 1 INTRODUCTION

The Environmental Protection Agency (EPA) is committed to creating an environment that promotes equality, diversity and inclusion (EDI), and to treating all employees equally, regardless of gender, civil status, family status, sexual orientation, religious beliefs, age, disability, race, membership of the Traveller community or socio-economic background.

The EPA is an Equal Opportunities Employer with core values and behaviours of being:

- Professional.
- Trustworthy.
- Customer and stakeholder focussed.
- Collaborative.
- Innovative.

The EPA workforce is made up of a wide range of employees with diverse backgrounds, circumstances and skills. We believe that by having a culture that seeks, respects, values and harnesses differences it will:

- increase employee satisfaction.
- foster a creative and innovative workforce.

- attract and retain top talent.
- enable employees to share varying points of view.

This report outlines our gender pay profile and representation levels over the period 1 July 2023 to 30 June 2024. It also summarises the key initiatives we are taking to enhance the diversity of our workforce and to creating an environment that harnesses difference.

## 2 OVERVIEW OF 2024 GENDER PAY GAP ANALYSIS

The gender pay analysis and profile is based on hourly rates of pay, covering the period from 1 July 2023 to 30 June 2024. Our pay structures are informed by public sector guidelines and provide for equal pay for equal work. All employees are aligned to Civil Service pay grades and progression within these grades is incremental.

Over recent years the EPA has maintained a gender profile of 60% female / 40% male. On 30 June 2024, there was a 33% female representation at Board level.

Since the last report in 2023, there were some differences in the gender profiles across the different grades, such as:

- an increase from 50% to 61% in the number of females at our senior grades in the upper quartile i.e. the upper scales of Level 3 to Director.
- While showing a decrease in the number of females represented at the lower quartile (Level 6 to Level 4s on the start of the scales) down from 71% in 2023 to 69% in 2024.

At 30 June 2024, the mean gender pay gap is slightly down from 10.7% in 2023 to 10.6% in favour of male employees.

The pay gap is primarily driven by three consistent factors:

- Significantly more female employees in the administrative and lower technical grades i.e. Level 6 – Level 4 grades.
- More female employees availing of unpaid family leave, such as shorter working time arrangements and parental leave.
- The impact of staff movements through new hires (commencing at the lower salary scales), resignations and retirements.

### 3 GENDER PAY GAP METRICS

The below gender pay gap metrics for the EPA shows the percentage difference in favour of male employees.

Note the exception of those on temporary contracts, which is in favour of female employees.

	Mean Gender Pay Gap %	Median Gender Pay Gap %
<b>Full Time EE Mean and Median Hourly Gender Pay Gap % =</b>	<b>10.6%</b>	<b>9.7%</b>
	Part Time EE Mean Gender Pay Gap %	Part Time EE Median Gender Pay Gap %
<b>Part Time EE Mean and Median Hourly Gender Pay Gap % =</b>	<b>6.9%</b>	<b>0.0%</b>
	Temp Contracts Mean Gender Pay Gap %	Temp Contracts Median Gender Pay Gap %
<b>Temp Contracts Mean and Median Hourly Gender Pay Gap % =</b>	<b>-4.9%</b>	<b>0.0%</b>

The metrics highlights:

- A high hourly mean gender pay gap of +10.6% and median gender pay gap of +9.7% in favour of male employees is due to the higher number of males serving at senior management grades and at the higher end of the salary scales.
- The part time mean gender pay gap is +6.9% compared with +1.8% in 2023. The difference in the mean data is due to only 3 males out of 42 employees availing of the shorter working time

arrangements, all of whom are serving in the middle to higher grades.

- The temporary contracts mean hourly gender pay gap is showing a percentage difference in favour of female employees i.e. -4.9% due to temporary contracts in place for male employees entering at the lower end of the salary scales.

Employees on secondment, career break and long-term sick leave are not included in the analysis.

#### 4 GENDER REPRESENTATION

In 2024 our overall gender distribution between males and females remains similar to past years, showing an overall higher female representation of 60% versus 40% male.

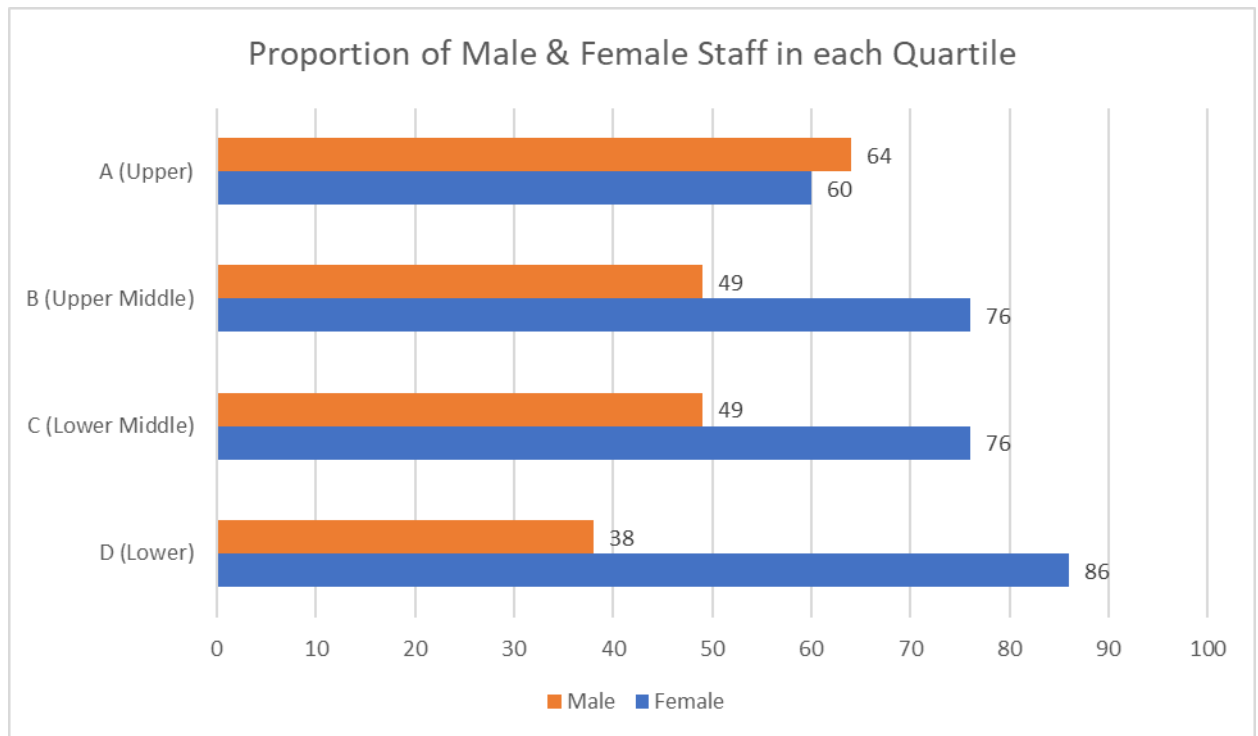
The below table provides a gender profile by salary scale / grade. This distribution highlights:

- a 33% female representation at Board level.
- An increase of 11% in female Programme Managers from the 2023 data.
- a gender balance at the combined middle management grades (Level 2s and Level 3s).
- a slight increase in the number of males serving at the grades of Level 4 – 6. However, there are considerably higher numbers of female employees serving in these grades.

Grade	2023		2024	
	Female	Male	Female	Male
<b>Board</b>	33%	67%	33%	67%
<b>Programme Manager (Level 1)</b>	36%	64%	47%	53%
<b>Senior Management (Level 2)</b>	41%	59%	41%	59%
<b>Management (Level 3)</b>	56%	44%	59%	41%
<b>Level 4</b>	60%	40%	61%	39%
<b>Level 5</b>	74%	26%	71%	29%
<b>Level 6</b>	85%	15%	74%	26%
<b><u>Overall</u></b>	60%	40%	60%	40%

All grades have parity with Civil Service salary scales. Pay progression within those grades is incremental for all employees, subject to satisfactory performance.

The chart below sets out the breakdown of the male and female staff per quartile, working in the EPA as at 30<sup>th</sup> June 2024.



**Quartiles:**

A (Upper) = Director, Level 1, Level 2 & Level 3 (higher end of the pay scales);

B (Upper Middle) = Level 3, Level 4 & Level 5 (higher end of the pay scales);

C (Lower Middle) = Level 4 & Level 5; and

D (Lower) = Level 4, Level 5 & Level 6

## 5 Key Initiatives

The EPA has a wide range of areas which combined, create a diverse and inclusive working environment and culture.

### **Inclusive working environment:**

In late 2024 a dedicated resource for Equality, Diversity and Inclusion (EDI) was assigned in the HRD Team. We have partnered with the Irish Centre for Diversity to help us benchmark educate and raise awareness of Diversity Equity and Inclusion. Some of the activities include:

- Upskilling our HRD Team on Diversity Equity and Inclusion (DE&I).
- A member of the Team is completing a DE&I Professional Diploma.
- We are engaging with staff through an awareness training programme continuing into 2025.
- Organising promotional events throughout the year on our internal social media page and other internal comms channels. For example, marking International Women's Day and hosting competitions.

### **Flexible working environment:**

- Excellent flexible working arrangements and family friendly initiatives such as shorter working time arrangements (part-time working), flexible hours (flexi leave), paid maternity, adoptive and paternity leave, and flexible parental leave arrangements.
- Over 79% of our staff avail of blended working arrangements.
- We offer many initiatives to support people who have caring responsibilities such as carers leave, force majeure and other forms of special leave.



### Access to opportunities:

- In 2024 the EPA launched a pilot mentoring programme to assist staff across a wide range of areas including career progression, talent, and leadership development. Training and supports were provided to Mentors/Mentees, of which 58% of Mentors and 70% of Mentees were female.
- An extensive range of learning and development offerings including coaching, informal mentoring and career planning which support all staff to thrive and reach their full potential.
- Bespoke Leadership Development programmes for senior and middle managers.
- Partnering with UCD Professional Academy and other providers to offer a range of programmes including some tailored specially to encourage women into leadership roles.
- We actively promote our Further Education Programme, over 58% of participants during this reporting period were female.
- To assist with inclusive recruitment, we have extended our range of advertising channels and updated our imagery as part of our job advertisements to reflect a more inclusive and diverse work environment.
- Interviewers and hiring personnel receive briefings to promote objectivity and consistency and to reduce the potential for bias and unintended barriers across our recruitment process.
- The EPA promotes its wellbeing and EDI offerings in recruitment campaigns.
- Over the period (1 July 2023 to 30 June 2024) 63% of all new hires to the EPA were female.

### Promoting health and wellbeing:

- In 2024, to measure the impact of our initiatives we carried out an employee engagement survey and received a comprehensive response rate of 88%.
- A wellbeing group, with representation from across various sectors of the business, operates to help us achieve our wellbeing commitments. This group is sponsored by one of our female Directors.
- We raised awareness of the menopause and support options for improving health and wellbeing which included lunchtime webinars.

- Provided employees with a range of Mental Health resources.
- There is an employee assistance programme which offers counselling and a range of webinars and other resources to assist staff.

## 6 LOOKING AHEAD

The EPA will continue with the initiatives already in place the EPA. A new ED&I and Wellbeing Framework and plan is being developed to take a holistic view, focusing Initiatives on the areas that have most impact for staff. A new Employee Resource Group is planned for 2025.

The information compiled from the employee engagement survey will be used to further support and shape workplace improvements in the coming years.