



# Gender Pay Gap Report

December 2024



Coimisiún um  
Iomaíocht agus  
Cosaint Tomhaltóirí

Competition and  
Consumer Protection  
Commission

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## 1. Introduction

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The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap. In 2024, organisations with 150 employees or more are required to report by selecting a “snapshot” date in the month of June to base their reporting.

The 2024 snapshot date chosen by the Competition and Consumer Protection Commission (“CCPC”) was the 24th of June. A count of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration.

This report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period. The Competition and Consumer Protection Commission has a mean gender pay gap of 12% in favour of men and a median pay gap of 4% in favour of men.

An analysis on the reported pay gap and measures being undertaken to reduce the pay gap are outlined in the report.

## 2. Definitions

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**Gender Pay Gap (GPG):** The gender pay gap is the difference on average across a population between men and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

**Employee Hourly Rate:** The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity leave.

**Mean Hourly GPG:** The mean gender pay gap is the difference in the average hourly pay for women compared to men, within our organisation.

**Median Hourly GPG:** The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). 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.

**Quartiles:** Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.

**Snapshot Date:** Employers to whom the reporting obligations apply, are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

### 3. Data

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#### Source of Data

This report has been compiled with data from the Human Resources Management System (TMS) which records employee information. It provided the required employee data to enable compilation and analysis of this report, including data on employee gender, employment status, employee salaries and workshare patterns.

#### Adjustments and approximations

A headcount of the CCPC's employees on the snapshot date confirmed the organisation had 204 employees as of that date. The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

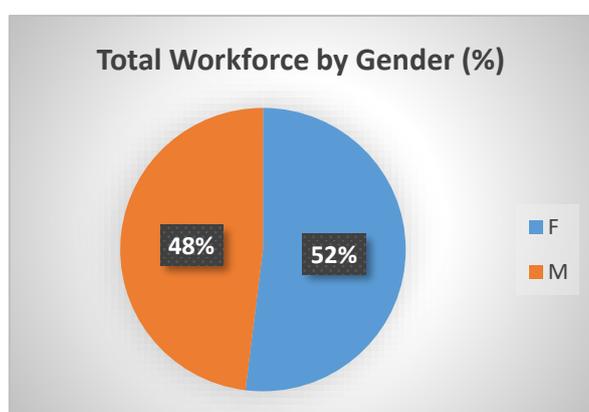
- Employees on sick leave are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are not included in the report.

#### Data Protection

All processing was carried out by members of the Human Resources Division in line with Data Protection obligations. All data used for producing this report was processed by employees who have access to the data as part of their daily duties within the Human Resources Division. All statistics provided in this report are combined and do not identify individuals.

#### Employment Profile

On 24th June 2024, there were 204 employees in the Competition and Consumer Protection Commission.



### Gender Pay Gap Profile:

The Gender Pay Gap Information Act 2021 requires organisations to provide the Mean Gender Pay Gap % and the Median Gender Pay Gap % across three different categories:

- All Employees
- Part-Time Employees
- Temporary Employees

	Number of Employees - Full-Time	Number of Employees - Part-Time
Male	94	4
Female	93	13
<b>Total</b>	<b>187</b>	<b>17</b>

### Mean Gender Pay Gap

All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a % of men's pay.

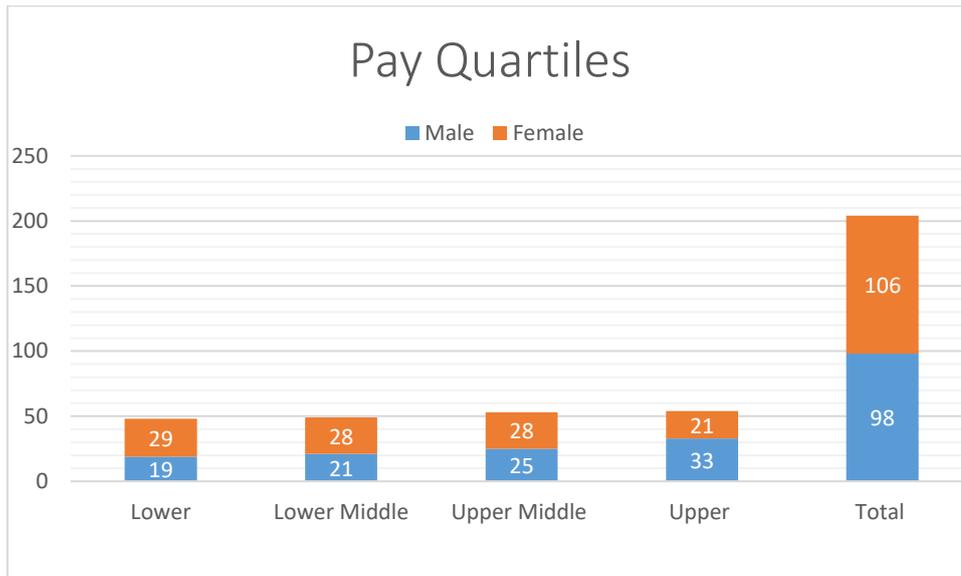
### Median Gender Pay Gap

All male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a % of men's median pay.

	Mean %	Median %
All Employees	12%	4%
Full Time Employees	12%	9%
Part Time Employees	-23%	-21%
Temporary Employees	NA	NA

### Pay Per Quartile

The percentage of male and female employees in four equal sized groups of employees based on their hourly pay. All employees are sorted in terms of their pay band and then divided into quartiles – Lower, Lower Middle, Upper Middle and Upper.



## 4. Analysis

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To generate this Gender Pay Gap (GPG) report, we looked at rates of pay across the Organisation. While the Competition and Consumer Protection Commission has equal pay for men and women in the same roles, we have a mean gender pay gap of 12% and a median pay gap of 4%.

### **Measures being taken, or proposed to be taken to eliminate or reduce the Gender Pay Gap**

#### **Recruitment**

As part of its commitment to inclusive hiring practices, the CCPC provides interview training, which includes unconscious bias training for hiring managers, shortlisting and interview board members and HR staff. This continued in 2024.

#### **Equity, Diversity and Inclusion**

The HR Division have developed a People Strategy, which aims to develop an inclusive culture, people processes and systems to support an engaged, diverse and highly skilled workforce. The People Strategy includes equity, diversity and inclusion initiatives, such as training, awareness raising and policy development.

#### **Inclusive Policies and Practices**

The CCPC has a range of policies and practices which support an inclusive workplace and promote work-life balance for all employees. These include:

- An Agile (hybrid) Working Policy, which allows employees to avail of remote working for up to 60% of their time with options to request work on a fully remote basis during the month of August and over the Christmas period.

- Other flexible working options such as flexitime, part-time working, shorter working year leave and career breaks.
- A broad range of supports alongside those flexible options that encourage both male and female parents to share caring responsibilities. Some initiatives we offer include:
  - Paid maternity and adoption leave
  - Paid paternity leave
  - Parent's leave
  - Parental leave
  - Breastfeeding/lactation breaks/reduced hours
  - Carer's leave
  - Paid Force majeure leave
  - Financial support for employee further education
  - Paid Study/exam leave
  - Home workstation supports



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