



Coimisiún um
Iomaíocht agus
Cosaint Tomhaltóirí

Competition and
Consumer Protection
Commission

Gender Pay Gap Report

2025

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INTRODUCTION

The Competition and Consumer Protection Commission (CCPC) is the statutory body responsible for enforcing consumer protection and competition law in Ireland. Our mission is to make markets work better for consumers and businesses.

The Gender Pay Gap represents the percentage difference in average hourly earnings between male and female employees across the organisation, based on male employee's earnings. It does not consider variations in roles or grades. In a public sector setting like ours, where pay is determined by civil service grades and scales, the gap mainly reflects the distribution of males and females across different grades rather than unequal pay for equivalent work.

This is the second Gender Pay Gap Report published by the CCPC. The CCPC's first Gender Pay Gap Report was published in 2024.

The chosen 2025 snapshot date was the 16th of June. Our reporting period covers the 12 months from 17th June 2024 to 16th June 2025. 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 Staff Profile and the Gender Pay Gap data for the reporting period. The CCPC has a mean gender pay gap of 1.88% in favour of males and a median gender pay gap of 1.37% in favour of males.

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

Source of Data

This report has been compiled with data from the Human Resources Management System 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.

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.

STAFF 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

On 16 June 2025, the Competition and Consumer Protection Commission had a total of 241 employees, including 4 part-time employees and 2 temporary employees.

Gender	Full-time	Part-time	Temporary
Male	119	3	1
Female	116	1	1

The gender distribution was nearly equal, with 51% male (123 employees) and 49% female (118 employees).

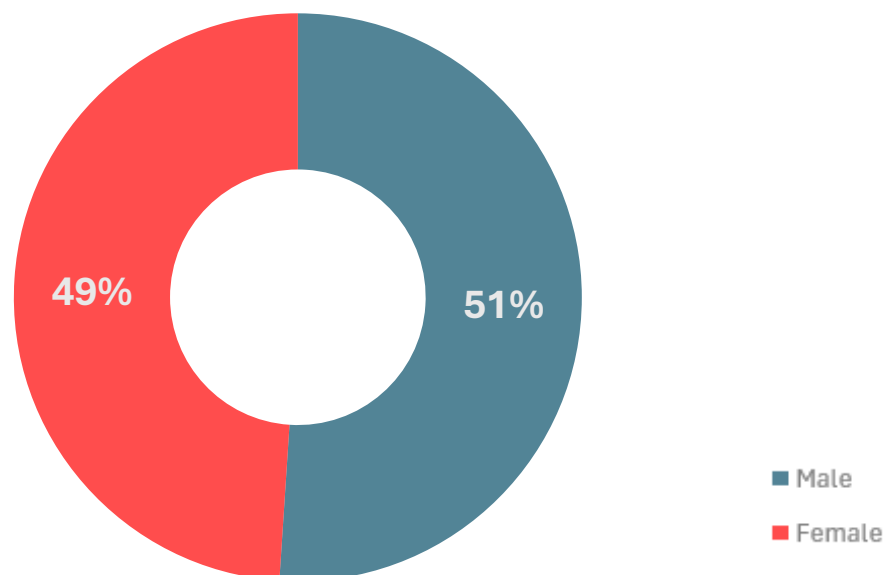


Figure 1: Total Workforce by Gender (%)

As of June 2025, over a quarter of all staff (27%) were at Officer grade, comprising 3 Clerical Officers, 56 Executive Officers, 1 Administrative Officer, and 5 Case Officers. Within this group, male employees made up 60%.

Higher Officer grades accounted for 36.5% of the workforce (88 staff members), with female employees representing the majority at 55.7%.

Management grade (Assistant Principal Officers and above) constituted 35.3% of the workforce (85 staff members), with a nearly equal gender split – 50.6% male and 49.4% female.

The Management Board, consisting of the Chairperson and two Commission Members, represented 1.2% of staff (3 staff members).

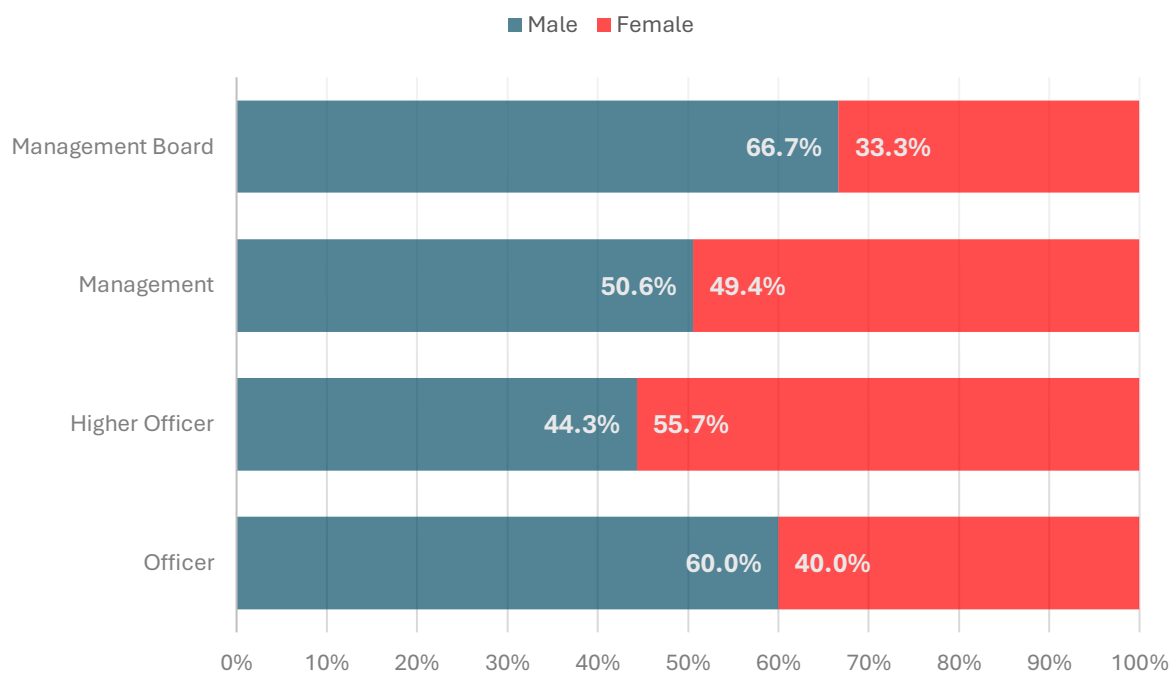


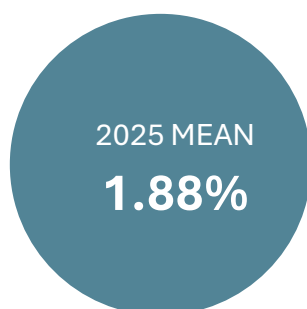
Figure 2: Gender Balance across Grades

GENDER PAY GAP DATA

Our Gender Pay Gap Figures

Mean Gender Pay Gap

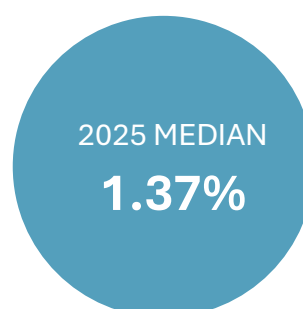
All salaries are converted to hourly rates and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a % of male's mean pay.



- Mean Gender Pay Gap for the whole organisation is **1.88%**.
- Mean Gender Pay Gap for part-time employees is -20%.
- Mean Gender Pay Gap for temporary employees is 36%.

Median Gender Pay Gap

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



- Median Gender Pay Gap for the whole organisation is **1.37%**.
- Median Gender Pay Gap for part-time employees is -16%.
- Median Gender Pay Gap for temporary employees is 36%.

Pay Gap Breakdown for the whole organisation:

Gender	Headcount	Percentage	Mean Hourly €	Median Hourly €
Male	123	51%	38.04	34.34
Female	118	49%	38.77	34.82

The gender pay gap figures for part-time and temporary employees are significantly influenced by the small number of employees in these categories. Among part-time employees, we have three males and one female. For temporary employees, we have only one male and one female.

As a public sector organisation, the Competition and Consumer Protection Commission does not provide bonuses or benefits-in-kind, and no data is reported under these criteria.

Our Pay Quartiles

The chart below illustrates the distribution of male and female employees across four pay quartiles, from the lowest to the highest paid. Each pay quartile represents approximately 25% of our workforce.

Overall, gender representation is relatively balanced, with some notable variations:

- In the lower quartile (61 employees), males represent 54.1%, while females account for 45.9%.
- The lower middle quartile (70 employees) shows a slight female majority at 51.4%.
- The upper middle quartile (57 employees) has the highest female representation at 54.4%, compared to 45.6% for males.
- In the upper quartile (53 employees), which includes the highest-paid roles, males make up 56.6%, while females represent 43.4%.

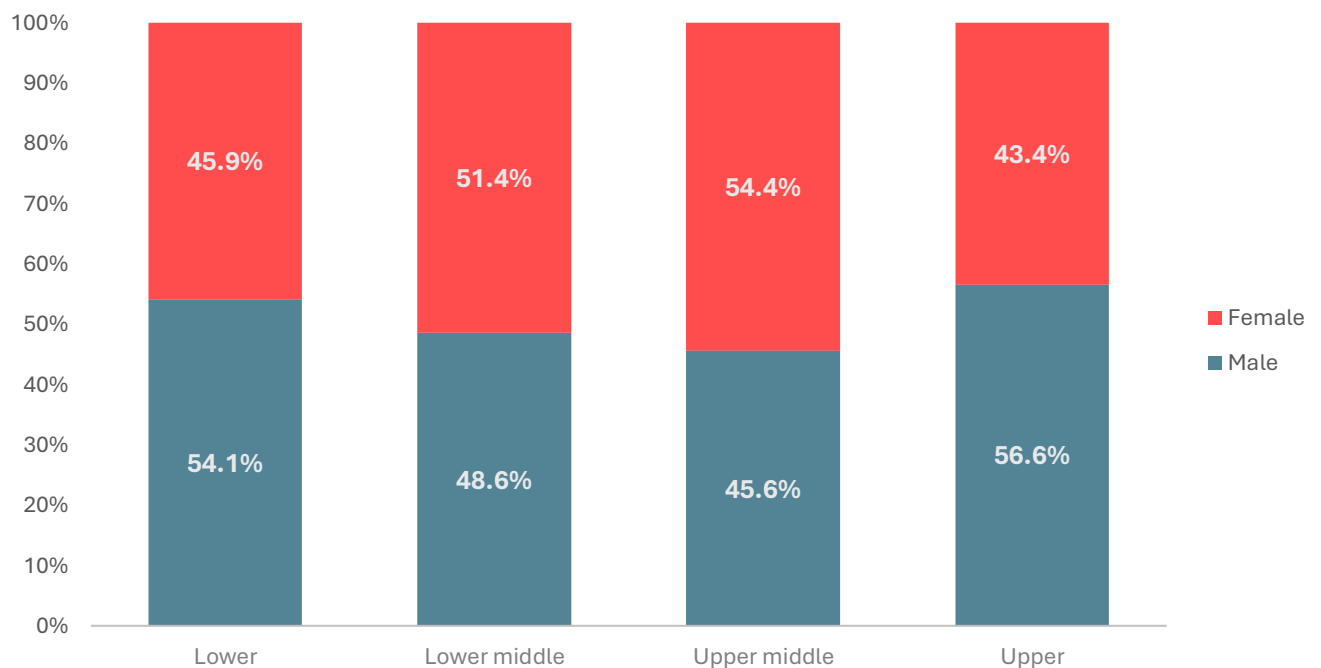


Figure 3: Gender Balance across Pay Quartiles from Lowest to Highest

Pay Gap Breakdown for the Lower Quartile

Gender	Headcount	Percentage	Mean Hourly €	Median Hourly €
Male	33	54.1%	21.54	20.63
Female	28	45.9%	22.25	21.68

Mean Gender Pay Gap for the Lower Quartile is: -3.30%

Median Gender Pay Gap for the Lower Quartile is: -5.12%

Pay Gap Breakdown for the Lower Middle Quartile

Gender	Headcount	Percentage	Mean Hourly €	Median Hourly €
Male	34	48.6%	33.26	32.95
Female	36	51.4%	32.72	32.48

Mean Gender Pay Gap for the Lower Middle Quartile is: 1.62%

Median Gender Pay Gap for the Lower Middle Quartile is: 1.42%

Pay Gap Breakdown for the Upper Middle Quartile

Gender	Headcount	Percentage	Mean Hourly €	Median Hourly €
Male	26	45.6%	43.24	44.32
Female	31	54.4%	43.24	44.32

There is no Mean or Median Gender Pay Gap for the Upper Middle Quartile.

Pay Gap Breakdown for the Upper Quartile

Gender	Headcount	Percentage	Mean Hourly €	Median Hourly €
Male	30	56.6%	60.09	55.24
Female	23	43.4%	58.57	55.24

Mean Gender Pay Gap for the Upper Quartile is: 2.53%

There is no Median Gender Pay Gap for the Upper Quartile.

HOW WE ARE ADDRESSING THE GENDER PAY GAP

Recruitment

As part of our commitment to inclusive hiring practices, the CCPC provides interview training, which includes unconscious bias training for hiring managers, shortlisting and interview board members and Human Resources staff members. This continued in 2025.

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, work-sharing 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 adoptive 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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