Coimisiún na Meán

Gender Pay Gap Report 2025

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Contents

Foreword from the Commission

We are pleased to share Coimisiún na Meán's second Gender Pay Gap Report. Since our establishment in March 2023 equality, diversity and inclusion (EDI) have been central to our culture and practices.

Over the past year, our organisation has grown to more than 220 employees, which represents a 38% increase since our first report. With such rapid expansion, this year's analysis reflects a significantly changed workforce. As we grow, we continue to take deliberate steps to ensure that EDI remains deeply embedded in our policies, practices and culture.

This year, we launched Athrú, our first three-year People Strategy to provide a clear roadmap for developing our people, culture and ways of working. EDI is a core pillar of the strategy, reflecting our ambition to be an organisation where everyone feels valued, supported and empowered to succeed.

As part of these efforts, we have continued to strengthen our EDI-focused initiatives. Through our multi-year Values Journey, we co-created six core organisational values with staff and leaders, embedding them into recruitment, induction, performance management and recognition practices. During a period of significant growth, we maintained fair and consistent recruitment practices, including standardised interviews, gender-balanced panels, unconscious bias training and, for selected roles, blind recruitment. We sustained our partnership with the Open Doors Initiative, supporting diversity-focused hiring and connections with organisations serving marginalised communities. Additionally, our newly established EDI Committee drives collaborative initiatives, events and awareness activities, ensuring inclusion and belonging remain central to our culture. We have also introduced policies to support employees' health, wellbeing and flexibility, including Domestic Violence Leave, Women's Reproductive Health and Work-Life Balance policies.

Our 2025 report shows encouraging progress, with a reduction in the mean gender pay gap to 5.5%. The median gap has moved to 8.4%, reflecting changes in the composition of our workforce over the past year. As we expanded, we welcomed a significant number of new colleagues into clerical and support roles, areas where women continue to be strongly represented. This shift has influenced the median figure, even as our mean pay gap has narrowed.

These results highlight both the progress we have made, and the ongoing work required to achieve greater balance across all levels of the organisation. We remain committed to doing so through fair recruitment, development and progression opportunities that support gender equality and inclusion at every stage of a career with Coimisiún na Meán.

Promoting equality across gender and other dimensions of diversity is not only a matter of fairness, it also strengthens our organisation. By encouraging different perspectives, we support innovation, better decision-making, and long-term resilience. We are committed to transparency and to building a workplace where all colleagues have the opportunity to thrive.

L-R: Rónán Ó Domhnaill (Media Development Commissioner), Niamh Hodnett (Online Safety Commissioner), Jeremy Godfrey (Executive Chairperson), Aoife MacEvilly (Broadcasting and Video-on-Demand Commissioner), John Evans (Digital Services Commissioner).

Introduction

Coimisiún na Meán (An Coimisiún) is Ireland's media regulator and media development agency, established under the Online Safety and Digital Services Acts with responsibility for broadcasting, video-on-demand and online safety. Evolving from the former Broadcasting Authority of Ireland, we now operate with a substantially expanded remit and workforce.

The snapshot date for this reporting period is 28 June 2025, covering the 12 months from 29 June 2024 to 28 June 2025. On the snapshot date, we employed 220 staff, 33% men and 67% women. Employees who did not identify as male or female are excluded from this dataset.

This analysis offers valuable insight into our workforce profile and will guide the ongoing initiatives we describe in the following sections to promote equity and inclusion.

What is the Gender Pay Gap?

The Gender Pay Gap measures the difference in average hourly earnings between men and women across the organisation, expressed as a percentage of men's earnings. It takes no account of the different roles or grades that people occupy. In a public sector context like ours, where pay is structured according to civil service grades and scales, the gap primarily reflects differences in the distribution of men and women across roles, rather than unequal pay for equivalent work.

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.

Workforce Composition

Snapshot Date: 28 June 2025
Total workforce on the snapshot date: 222
Gender: 67.6% women, 32.4% men

Our total workforce on the snapshot date of 28 June 2025 was 222 and we are reporting data on 219 employees using a reference period of 29 June 2024 – 28 June 2025. Of those 219 employees, 71 were men and 148 were women. Staff who do not identify as male or female have not been included in the analysis as per guidelines.

Part-time workers accounted for 3% *(n = 7)* of our people, while 6% *(n=14)* were on fixed-term contracts.

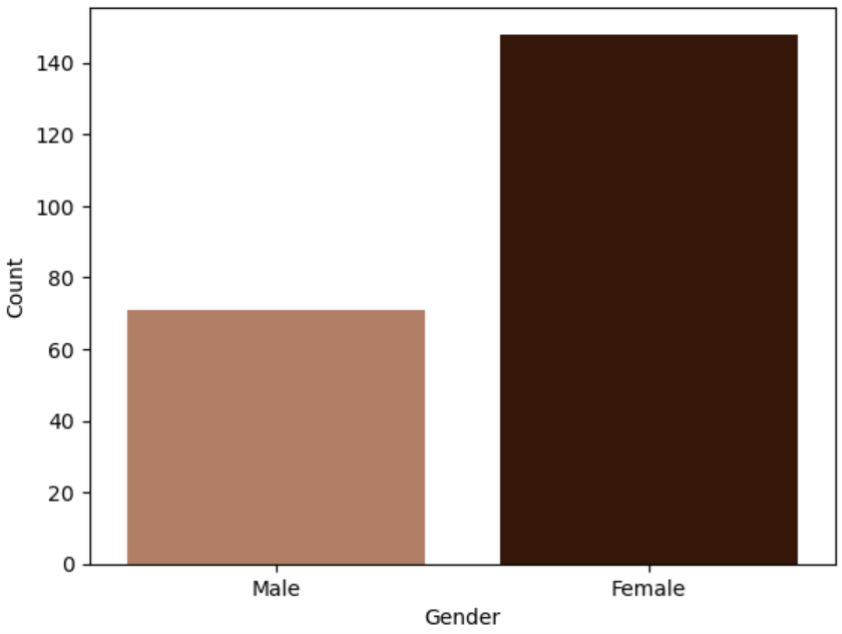

Figure 1 Gender Breakdown of Whole Organisation

Balance of Genders Across Grades

It is clear that apart from two grades (Eng 2 and Commission) there are more female than male employees across all grades. To see how the balance across grades compares to the overall organisation balance see Figure 2 below. The red line in the figure is the overall balance of female employees across the organisation.

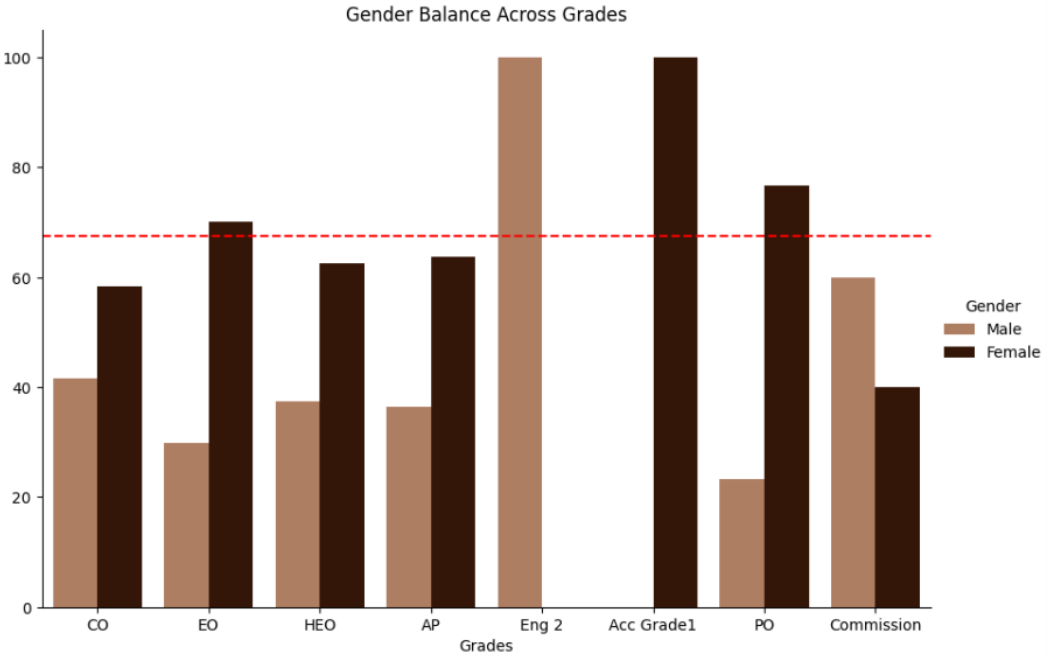

Figure 2 Gender Balance Across Grades

Our Gender Pay Gap Figures

Pay Gap for the Whole Organisation

- **Mean Gender Pay Gap:** 5.5%
- **Median Gender Pay Gap:** 8.4%

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	148	67.58%	39.02	35.62
Male	71	32.42%	41.29	38.90

Our 2025 results show a mean pay gap of 5.5%, a welcome decrease from last year's 9.18%. The median pay gap is 8.4%, an increase from 0% last year. This reflects the organisation's rapid expansion and changes in workforce composition, particularly the recruitment of larger cohorts of employees in lower-graded roles. These factors are explained in more detail below.

Pay Gap Within Quartiles

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

- Lower (the lowest paid 25% of the staff) = 54 staff
- Lower-Middle (the next 25% of staff) = 55 staff
- Upper-Middle (the next 25% of staff) = 55 staff
- Upper (the highest paid 25% of the staff) = 55 staff

Lower Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	39	72.22%	22.63	20.56
Male	15	27.78%	23.94	20.56

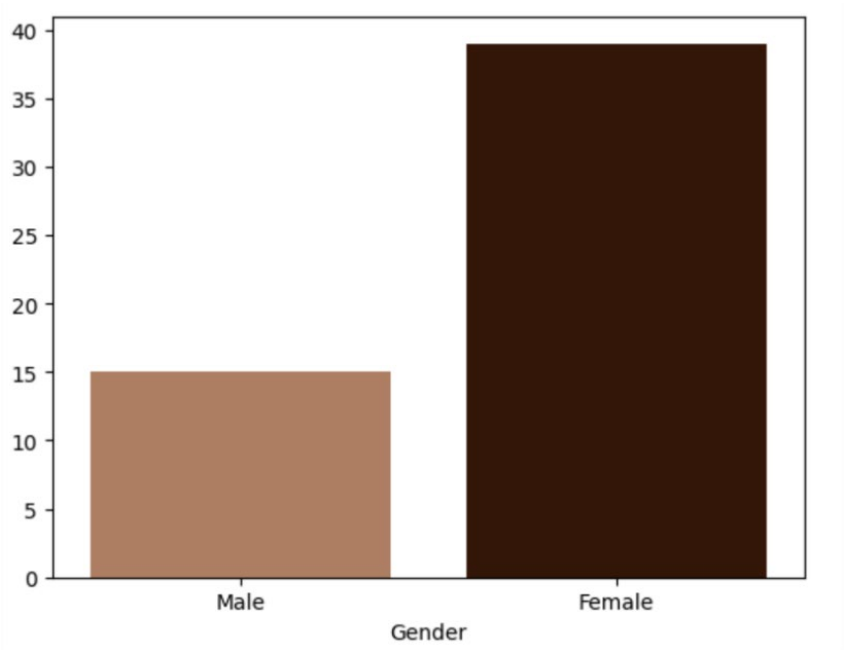

Figure 3 Gender Breakdown Lowest Quartile

Lower-Middle Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	35	63.64%	32.03	31.6
Male	20	36.36%	31.91	31.70

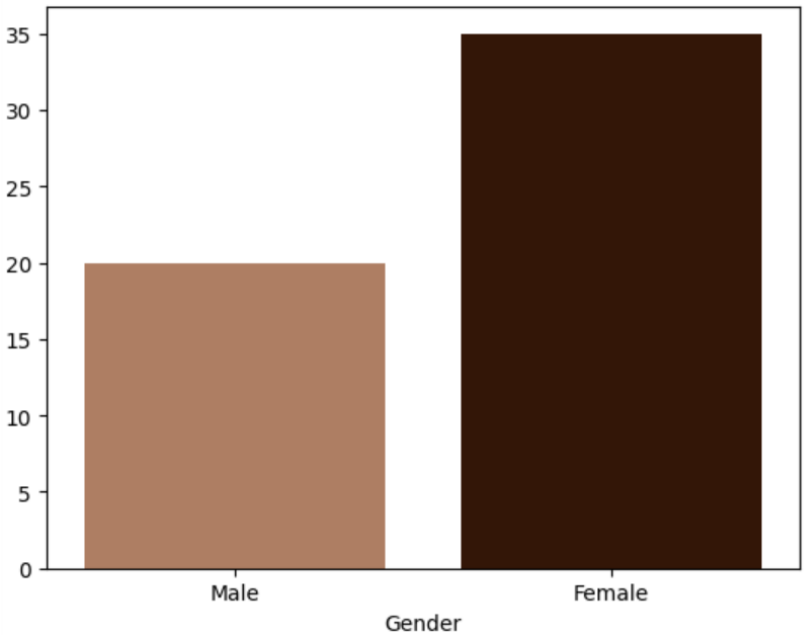

Figure 4 Gender Breakdown Lower Middle Quartile

Upper-Middle Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	38	69.09%	42.72	43.68
Male	17	30.91%	43.56	43.82

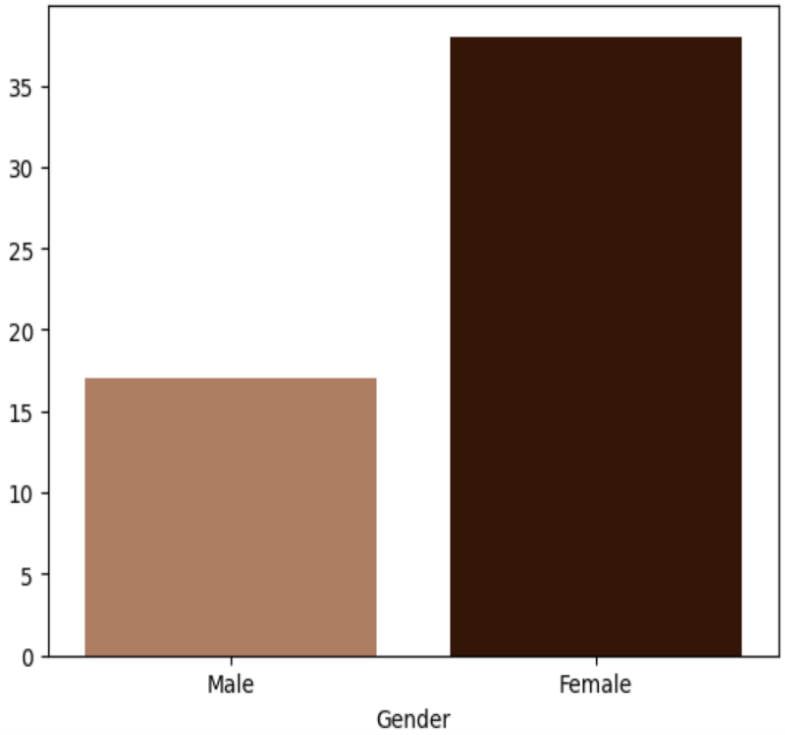

Figure 5 Gender Breakdown Upper Middle Quartile

Upper Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	36	65.45%	59.65	57.92
Male	19	34.55%	62.84	56.86

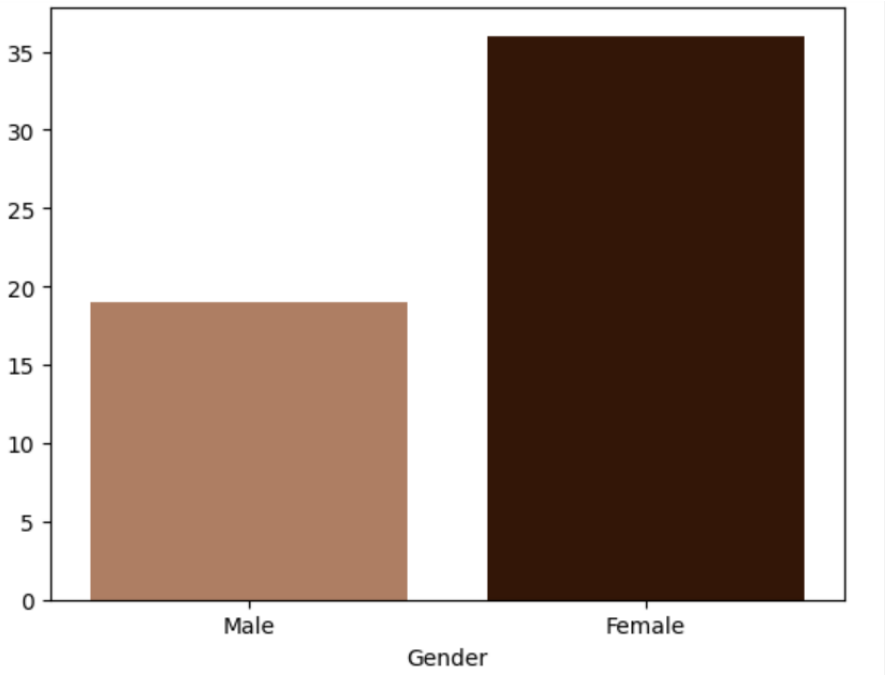

Figure 6 Gender Breakdown Upper Quartile

Pay Gap for Part-Time and Full-Time Staff

Part-Time Staff

The gap can change when viewed through the lens of the whether the staff are working full or part-time. Within An Coimisiún there were only seven staff members who worked part-time hours for either the full reporting period or part of it, and the gender break-down here is starkly skewed towards female staff, with only one male staff member working reduced hours.

Mean Pay Gap: -50.57%
Median Pay Gap: -41.83%

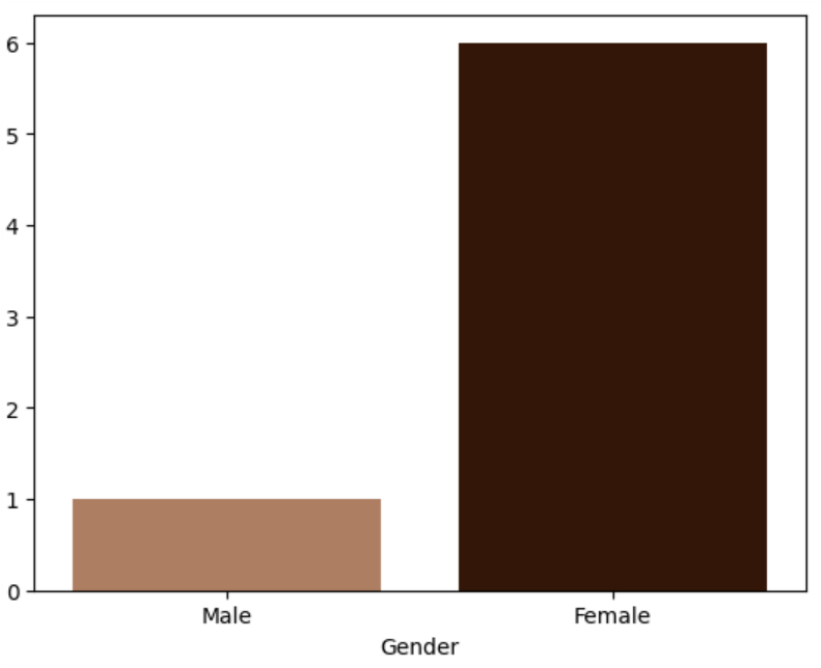

Figure 7 Gender Breakdown Part-Time Staff

Full-Time Staff

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	142	66.98%	39.11	35.62
Male	70	33.02%	41.53	41.20

Mean Pay Gap: 5.84%
Median Pay Gap: 13.54%

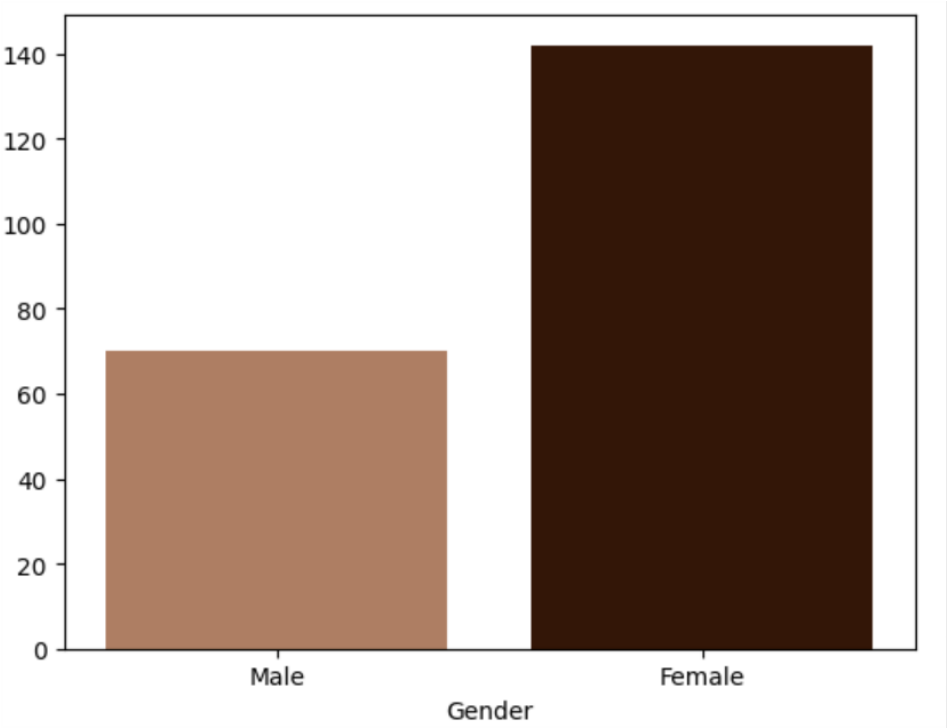

Figure 8 Gender Breakdown Full-Time Staff

Pay Gap for Permanent and Temporary Staff

Temporary Staff

We employ a small number of fixed-term contract staff, with 93.7% of our employees working on a permanent contract. The gap can be different when viewed through the lens of the Employment Status of the staff.

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	10	71.43%	33.19	34.17
Male	4	28.57%	30.32	30.34

Mean Pay Gap: -9.49%
Median Pay Gap: -12.62%

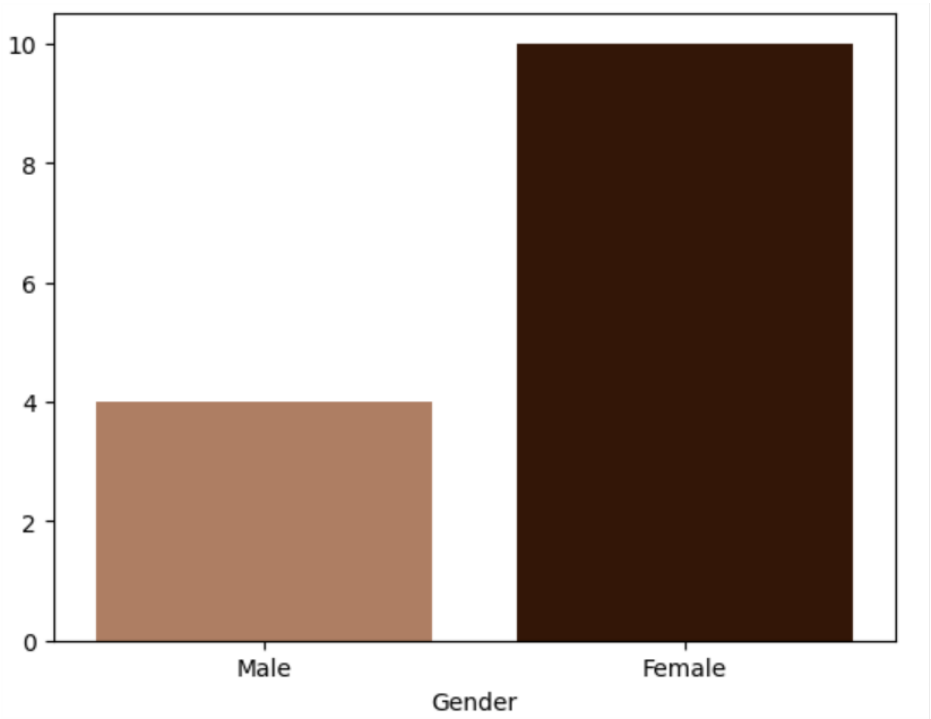

Figure 9 Gender Breakdown Temporary Staff

Permanent Staff

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	138	67.32%	39.44	35.62
Male	67	32.68%	41.95	38.90

Mean Pay Gap: 5.97%
Median Pay Gap: 8.43%

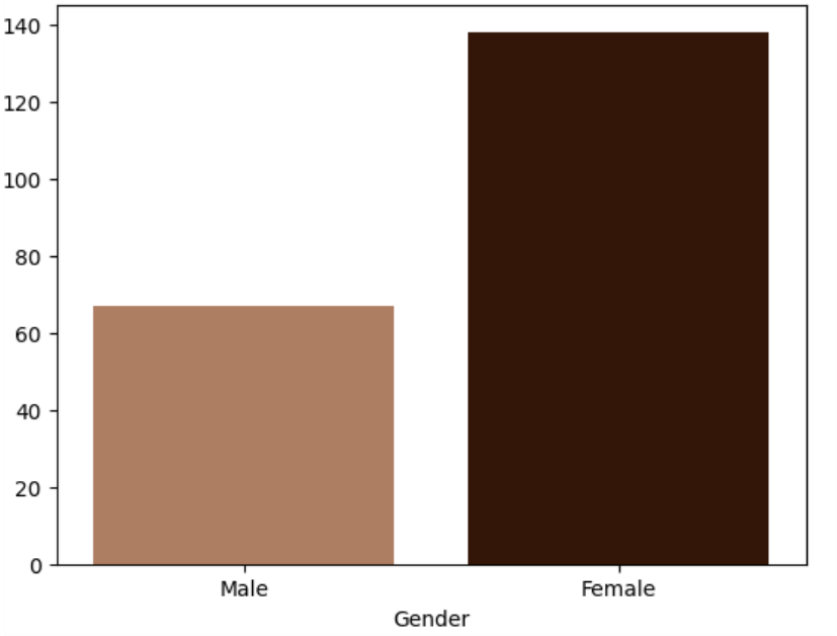

Figure 10 Gender Breakdown Permanent Staff

Bonus Remuneration and Benefits-in-Kind

As a public sector organisation, An Coimisiún does not provide bonuses or benefits-in-kind and no data is reported under these criteria.

Understanding the Influences on Our Gender Pay Gap

Our workforce is female dominated to a greater extent than is typical in the wider public sector. Women outnumber men at almost every grade, which reflects our success in attracting and retaining female talent across all levels of the organisation, including at Commission level. The main factor influencing our gender pay gap is the distribution of employees across grades. While women are well represented in senior positions, they make up a proportionately larger share of staff at the earlier grades. This naturally impacts the overall average pay figures. At the most senior level, the Commission comprises a male Chairperson and four Commissioners, two men and two women.

This year, the mean gender pay gap has reduced to 5.5%, marking positive progress. The median pay gap, however, has increased to 8.4%, reflecting the rapid expansion of our workforce and the profile of new employees. Early recruitment focused on senior directors and key positions, while more recent hiring included a larger number of employees in lower-graded roles, such as Executive Officer and Clerical Officer positions. As the median represents the midpoint of all

salaries, adding a significant number of staff in these grades contributes to the increase in the median pay gap.

These patterns explain our gender pay gap reported this year. Importantly, they also highlight the strong representation of women across the organisation, particularly at leadership level, which helps reduce the gap compared with what might otherwise be expected.
We remain committed to supporting balanced representation at all levels. Through *Athrú*, our People Strategy, we continue to strengthen career development pathways, ensure equal access to progression opportunities and build an inclusive culture where everyone can thrive.

What We Achieved in 2025

Recruitment Practices

- **Fair Recruitment:** During a period of significant growth, with over 60 new staff hired, we maintained fair and consistent recruitment practices through standardised interviews, gender-balanced panels and unconscious bias training for interviewers. This year, we also introduced blind recruitment for selected roles where identifying details are removed from applications to further reduce bias.

- **Inclusive Job Advertisements:** We continue to use gender-neutral language and include an EDI statement in all postings.

- **Partnership with Open Doors Initiative**: We continue our collaboration with Open Doors Initiative to support our EDI programme through diversity-focused hiring, connections with organisations working with marginalised communities and practical supports aligned to our needs.

- **Employee Value Proposition (EVP)**: We developed an EVP aligned with our organisational values and strategy, designed to appeal to and retain diverse talent.

Flexible and Inclusive Culture

- **Organisational Values:** Through our multi-year Values Journey, we co-created six core values with staff and leaders and embedded them into recruitment, induction, performance management and recognition, ensuring a consistent and inclusive culture during a period of rapid growth.
- **People Strategy:** We launched *Athrú*, our first three-year People Strategy, with EDI as a core pillar. It promotes fair recruitment, career progression and flexible working, while embedding equality and inclusion into how we work and grow as an organisation.
- **EDI Committee:** Launched to advance Coimisiún na Meán's People Strategy, the Committee brings together staff from across the organisation to promote equality, diversity and inclusion through collaborative initiatives, events and awareness activities, ensuring that inclusion and belonging remain central to our culture.

- **Flexible Working:** We continue to facilitate flexi-hours and hybrid working arrangements, supporting diverse needs and helping staff balance work and personal commitments.
- **Induction Programme:** We re-imagined our induction programme and relaunched it as 'Integration Days,' designed to better support new colleagues as they settle into the organisation. EDI principles remain a core part of this refreshed approach, ensuring awareness and commitment from the very start of the employee journey.
- **Celebration of Key Events:** We continue to promote and celebrate key events, such as International Women's Day or Men's Health Week to highlight our commitment to EDI.
- **Investors in Diversity Accreditation:** Having achieved Investors in Diversity Bronze Accreditation, we are working towards Silver Accreditation.

Leadership Development

- **Leadership Pathways:** Delivered equitable training and development opportunities to support professional growth across the organisation. Initiatives included a bespoke coaching programme for senior leaders and learning opportunities designed to foster inclusive leadership.

Inclusive Policies

Our policies promote fairness and flexibility, supporting employees in balancing work and life while ensuring equal access to development and career opportunities. We are also committed to promoting EDI across the media sector, reflecting our organisational values and strategic objective to foster a media landscape that promotes the values of justice, equality, diversity and inclusion.

- **Supporting Health, Wellbeing, and Work-Life Balance:** We introduced new policies to further support employees' health, wellbeing and flexibility, including Domestic Violence Leave, Women's Reproductive Health and Work-Life Balance policies. These initiatives complement our ongoing benefits, which include generous and fully supported family leave (26 weeks full-pay maternity, nine weeks full-pay parent's leave, two weeks full-pay paternity and flexible parental leave up to age 16), flexible start and end times, hybrid working arrangements and full-pay sick leave. Together, these measures help employees balance their personal and professional commitments and support their wellbeing at every stage of life.
- **Promoting Respect, Inclusion and Development:** We updated the Dignity at Work Policy to strengthen a respectful and inclusive workplace, supported by mandatory training and dedicated contact persons for confidential guidance. These improvements build on our ongoing support for equitable access to learning and development opportunities, fostering diverse skills, career growth and a positive, inclusive work environment.
- **Championing Diversity and Inclusion in the Media Sector:** In line with our Statement of Strategy, we promote a media landscape that upholds the values of justice, equality, diversity and inclusion, where:

- People, in all their diversity, are enabled to express their lawful views and be their individual, authentic selves in all forms of media.
- Content that incites hate or violence on the grounds of protected characteristics, or which uses grossly offensive language to cause distress, is less prevalent.
- People can access and enjoy media content that caters for their diverse needs and interests.
- There is awareness among the public, as both creators and consumers of content, of the impact on others of hate, aggression, exclusion or othering, and of the importance of digital civility.

Conclusion

At Coimisiún na Meán, we are proud of the progress we have made in attracting, developing and supporting a diverse and talented workforce. We continue to focus on ensuring equitable opportunities, fair practices and inclusive policies across the organisation. Through initiatives in recruitment, leadership development and employee support, we are committed to fostering a workplace where all employees can grow, succeed and contribute fully to our mission, building on our achievements as we continue to grow.