Coimisiún na Meán

Gender Pay Gap Report 2026

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Foreword from the Commission

We are pleased to present Coimisiún na Meán's third Gender Pay Gap Report. Equality, diversity and inclusion remain central to our development as an organisation and to our ambition to create a workplace where everyone is respected, supported and able to contribute fully.

A particular milestone in 2026 was achieving Investors in Diversity Silver accreditation, building on our earlier Bronze accreditation. This achievement reflects the work of colleagues across the organisation to strengthen our approach to EDI. The assessment has also informed our EDI Action Plan for 2026-2027, giving us clear priorities, responsibilities and measures against which to review progress.

As our organisation grows and matures, our focus is increasingly on embedding inclusive practices into everyday working life. We have continued to implement *Athrú*, our three-year People Strategy, with EDI as a core pillar. Our EDI Committee and Champions network provide opportunities for colleagues to shape this work, supported by senior leadership engagement. During the year, we continued to strengthen fair and accessible recruitment, including the rollout of dedicated unconscious bias training for interview panel members. We also maintained our focus on professional development, inclusive leadership and support for employees' health, wellbeing and work-life balance. Together, these measures support our commitment to equal opportunity throughout the employee experience.

This year, both our mean and median gender pay gaps have slightly increased. We recognise the importance of these results and of understanding the factors behind them. Gender pay gap figures are influenced by the composition of the workforce and changes across the reporting period; the report examines these factors and their contribution to this year's results.
We remain committed to transparency and to using the findings to inform our work on equal opportunity and balanced representation across the organisation. Our policies and initiatives provide a foundation, while ongoing review helps us identify where further attention is needed.

We thank colleagues for their contribution to the progress made this year, particularly those supporting our EDI programme. Our Silver accreditation provides a foundation for further work as we continue to build a fair and inclusive organisation that reflects the values we seek to uphold across the wider media landscape.



L-R: Rónán Ó Domhnaill (Media Development Commissioner), Niamh Hodnett (former 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 27 June 2026, covering the 12 months from 28 June 2025 to 27 June 2026. On the snapshot date, we employed 281 staff, 34% men and 66% 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: 27 June 2026
Total workforce on the snapshot date: 286
Gender: 66% women, 34% men

Our total workforce on the snapshot date of 27 June 2026 was 286 and we are reporting data on 281 employees using a reference period of 28 June 2025 – 27 June 2026. Of those 281 employees, 95 were men and 186 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 1.4% *(n = 4)* of our people, while 5% *(n = 14)* were on fixed-term contracts.

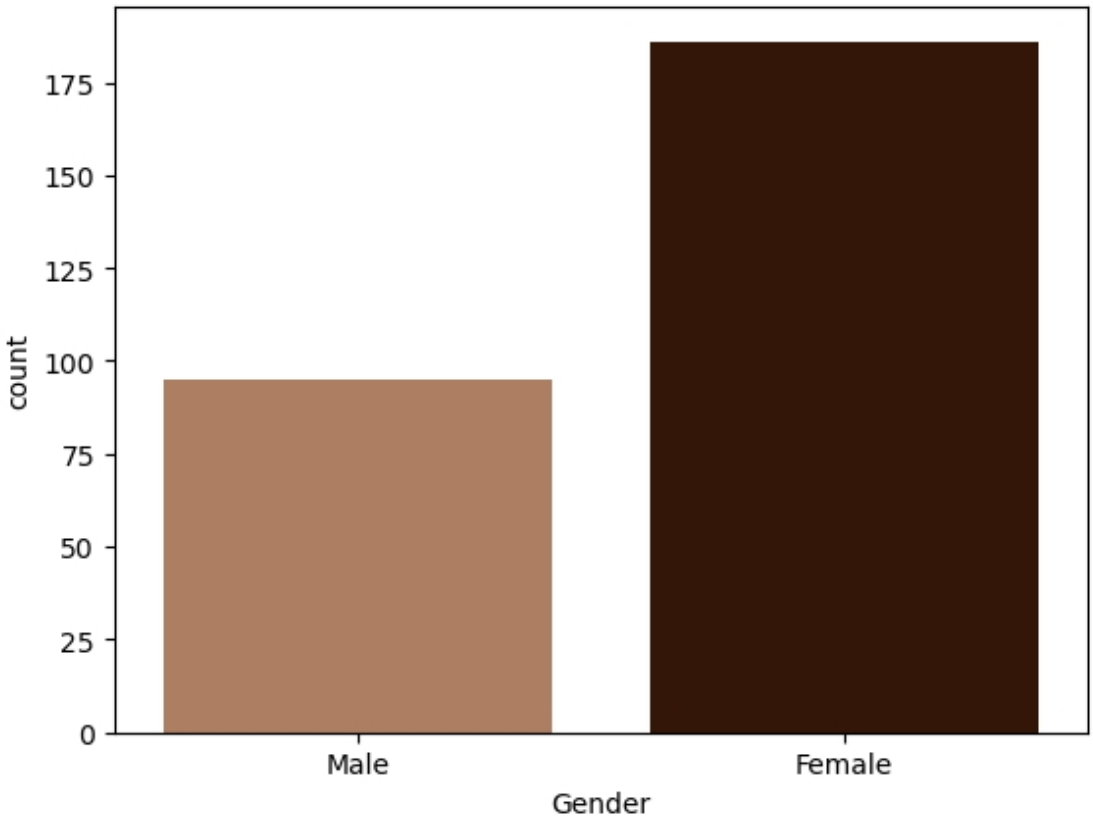


Figure 1. Gender Breakdown of Whole Organisation

Balance of Genders Across Grades

It is clear that apart from two grades (PO Higher 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.

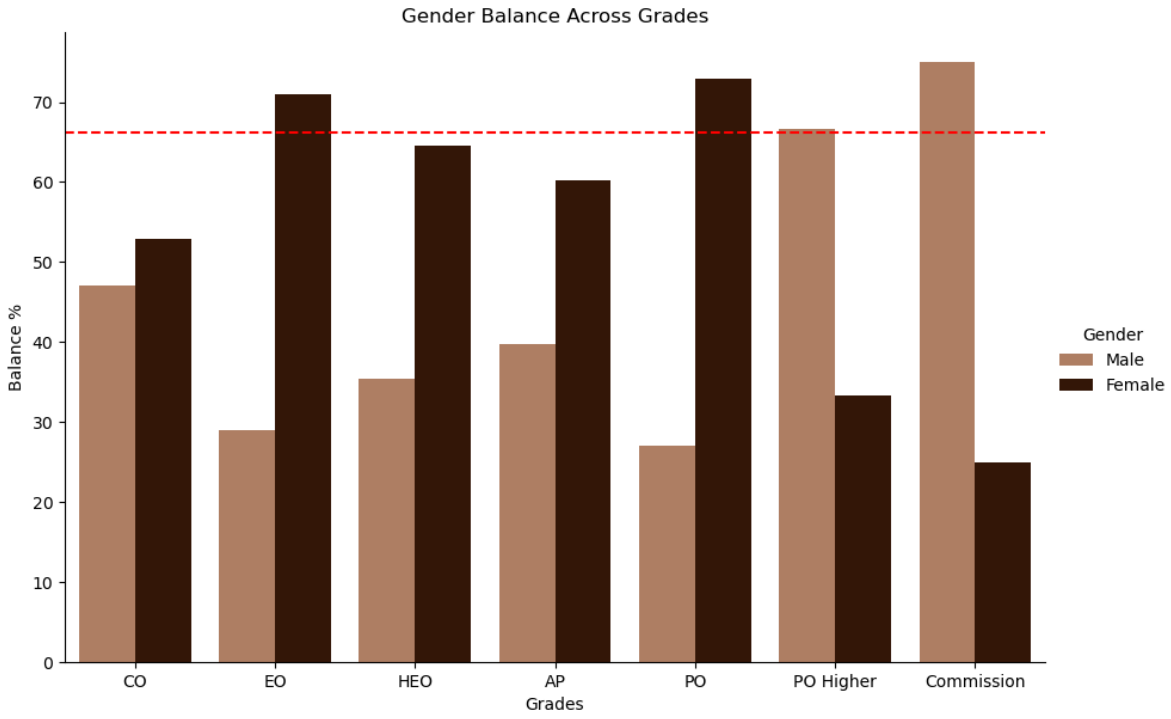


Figure 2. Gender Balance Across Grades

Our Gender Pay Gap Figures

Pay Gap for the Whole Organisation

- **Mean Gender Pay Gap:** 7.84%
- **Median Gender Pay Gap:** 9.18%

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	186	66.19%	36.64	32.50
Male	95	33.81%	39.76	35.79

Our 2026 results show a mean pay gap of 7.84%, an increase from last year's 5.5%. The median pay gap is 9.18%, a slight increase from 8.4% last year. The factors that may have contributed to this increase 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) = 70 staff
- Lower-Middle (the next 25% of staff) = 70 staff
- Upper-Middle (the next 25% of staff) = 70 staff
- Upper (the highest paid 25% of the staff) = 71 staff

Lower Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	52	74.29%	20.00	19.85
Male	18	25.71%	19.39	19.69

Mean Pay Gap: -3.15%

Median Pay Gap: -0.84%

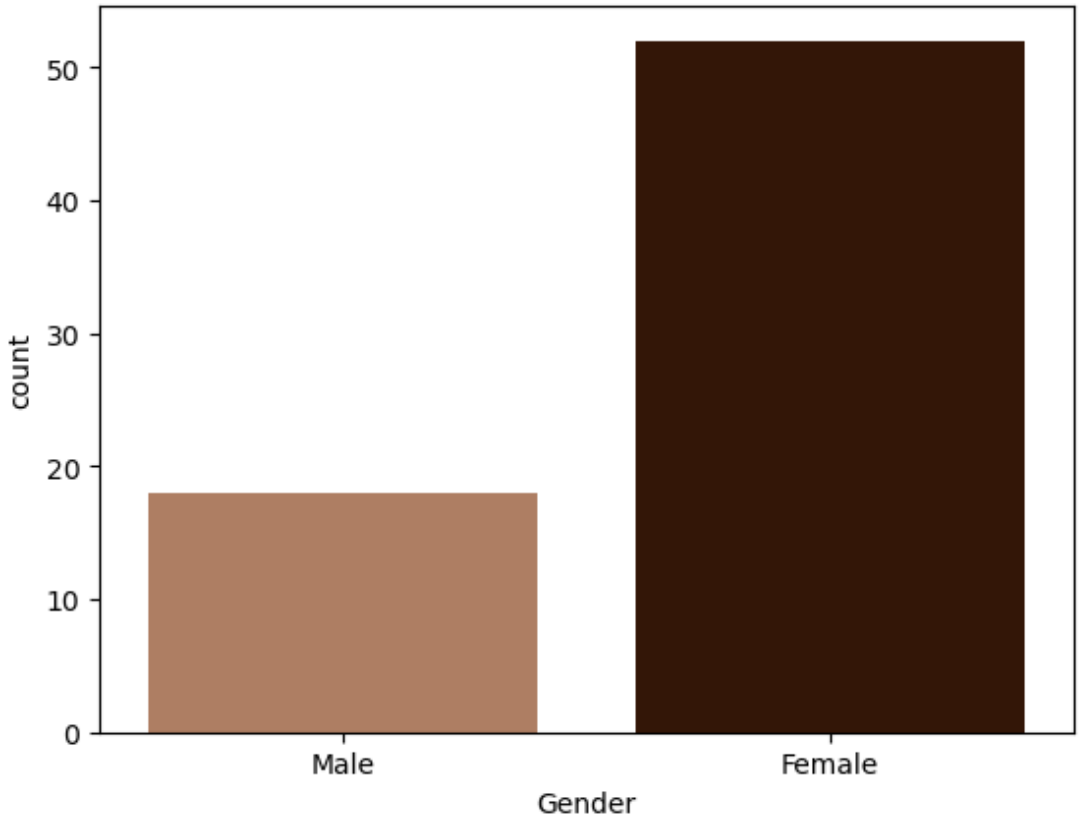


Figure 3. Gender Breakdown Lowest Quartile

Lower-Middle Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	46	65.71%	31.18	31.82
Male	24	34.29%	31.27	31.84

Mean Pay Gap: 0.31%

Median Pay Gap: 0.08%

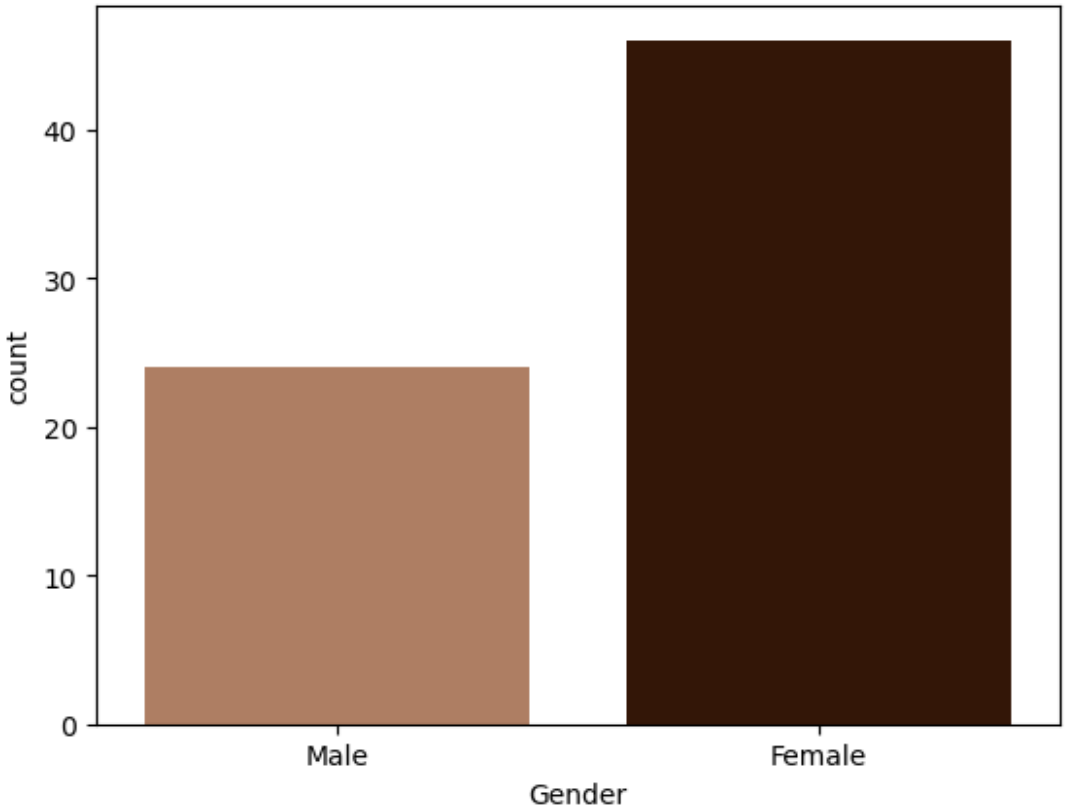


Figure 4. Gender Breakdown Lower Middle Quartile

Upper-Middle Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	42	60.00%	41.83	43.45
Male	28	40.00%	41.45	42.93

Mean Pay Gap: -0.92%

Median Pay Gap: -1.20%

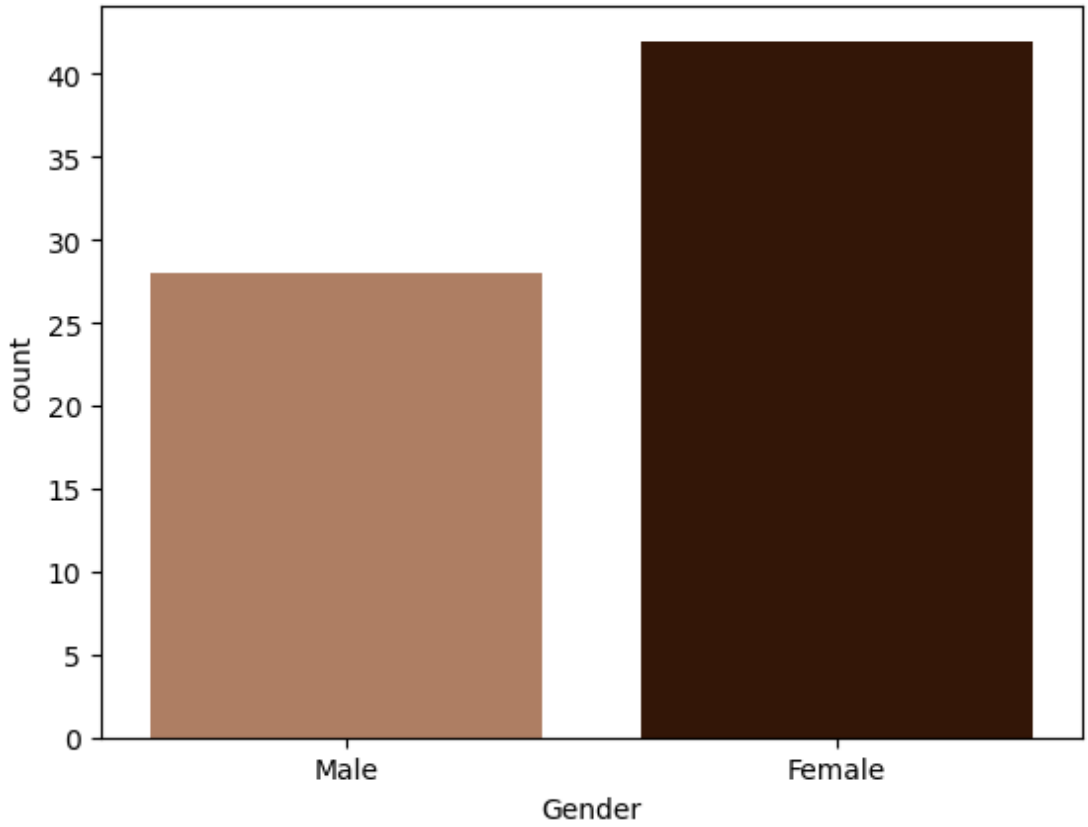


Figure 5. Gender Breakdown Upper Middle Quartile

Upper Quartile

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	46	64.79%	56.19	58.38
Male	25	35.21%	62.50	51.70

Mean Pay Gap: 10.1%

Median Pay Gap: -12.92%

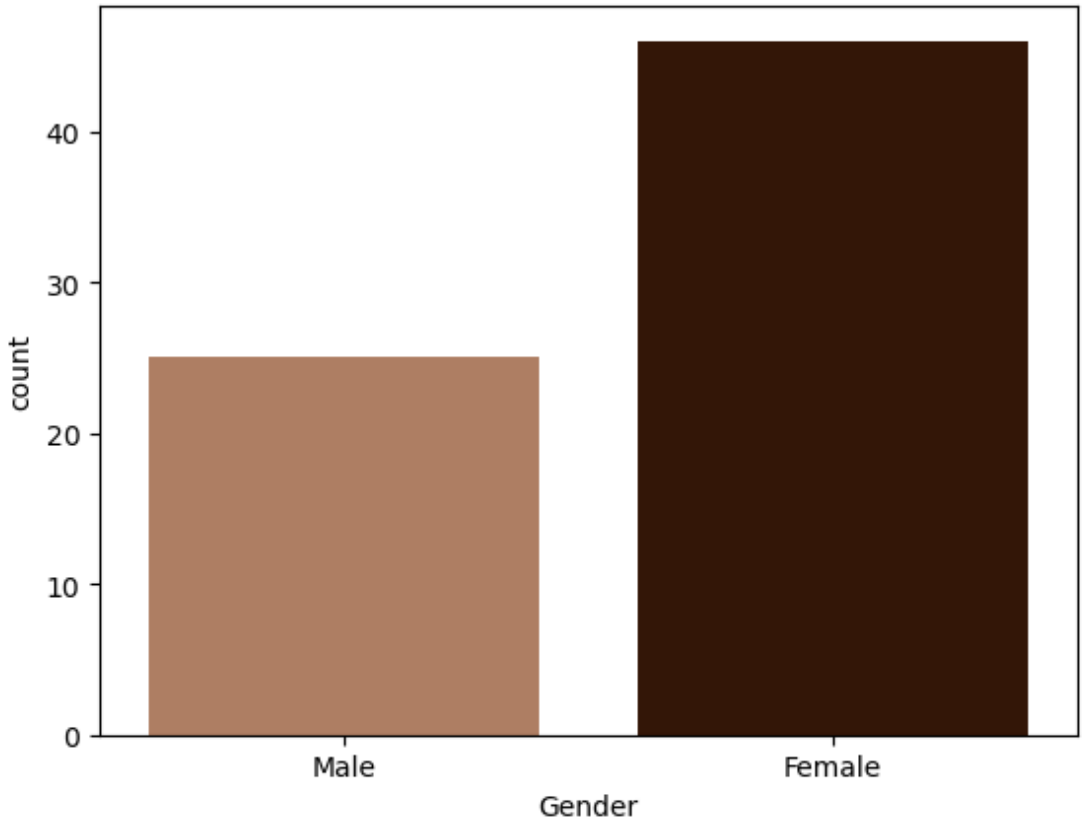


Figure 6. Gender Breakdown Upper Quartile

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 four 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: -23.28%

Median Pay Gap: -24.28%

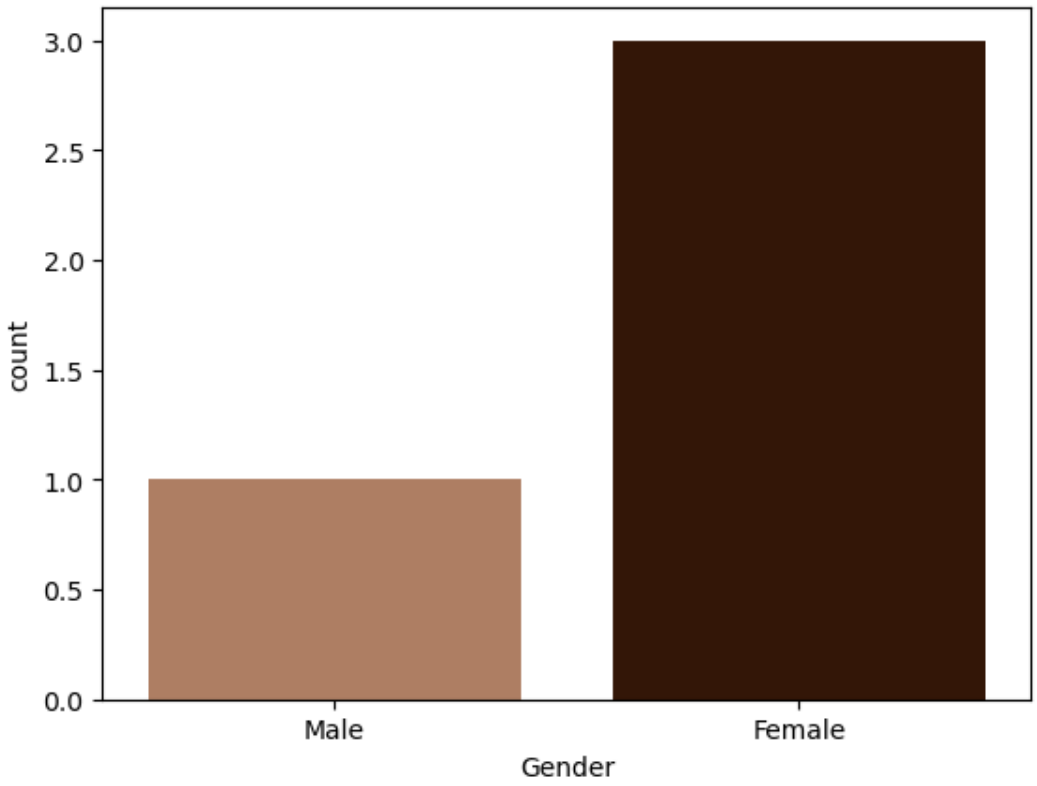


Figure 7. Gender Breakdown Part-Time Staff

Full-Time Staff

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	183	66.07%	36.72	32.59
Male	94	33.93%	39.91	36.50

Mean Pay Gap: 7.995%

Median Pay Gap: 10.71%

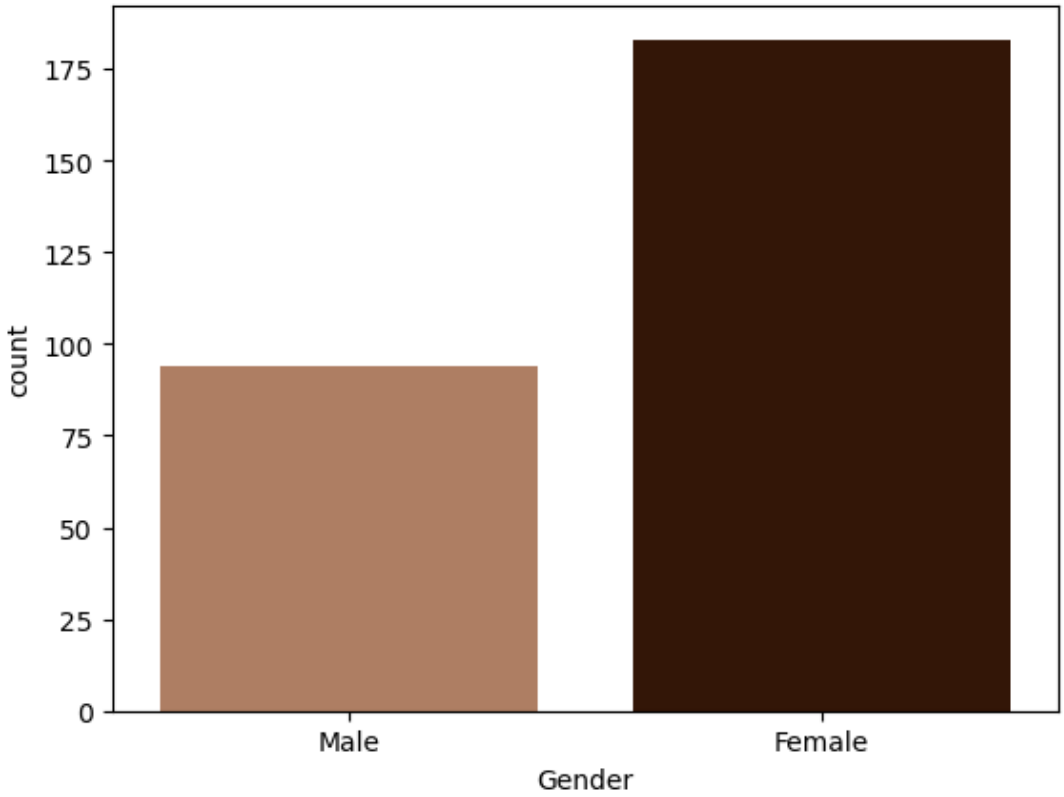


Figure 8. Gender Breakdown Full-Time Staff

Pay Gap for Permanent and Temporary Staff

Temporary Staff

We employ a small number of fixed-term contract staff, with 95% 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	5	35.71%	52.88	43.28
Male	9	64.29%	66.50	43.31

Mean Pay Gap: 20.47%

Median Pay Gap: 0.07%

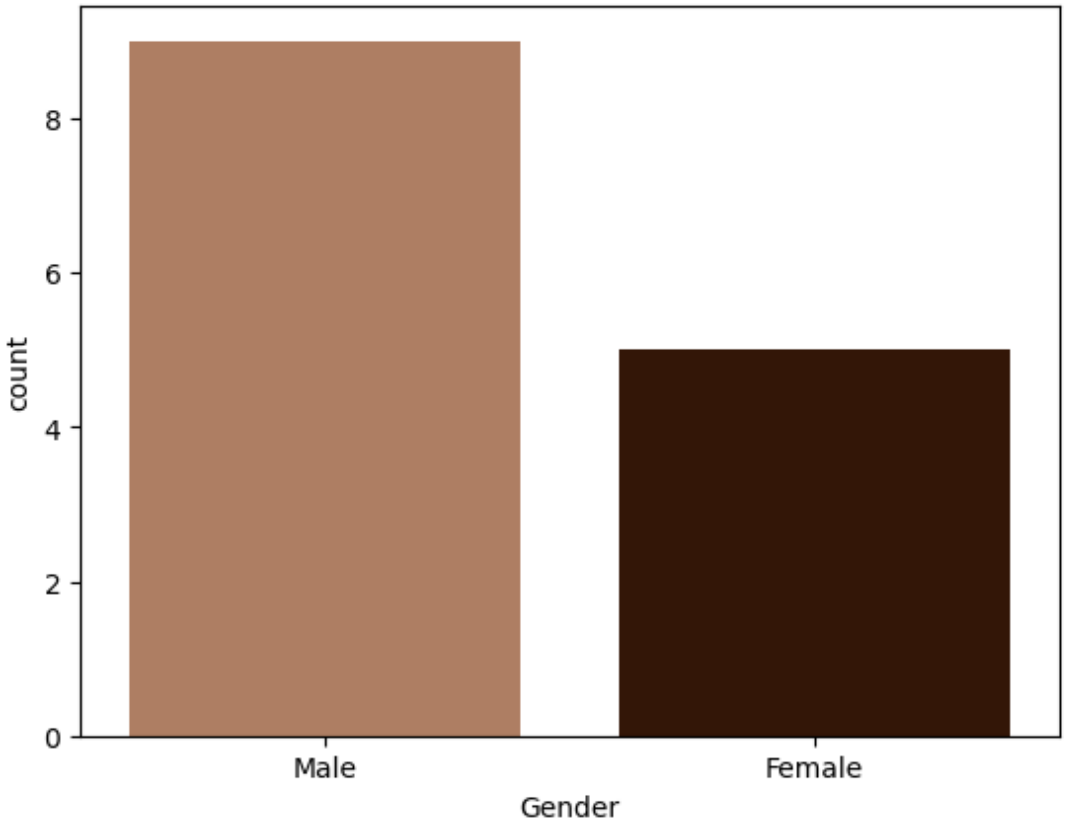


Figure 9. Gender Breakdown Temporary Staff

Permanent Staff

Gender	Number	Percentage	Mean Hourly Pay €	Median Hourly Pay €
Female	181	67.79%	36.20	32.41
Male	86	32.21%	37.24	33.82

Mean Pay Gap: 2.81%

Median Pay Gap: 4.17%

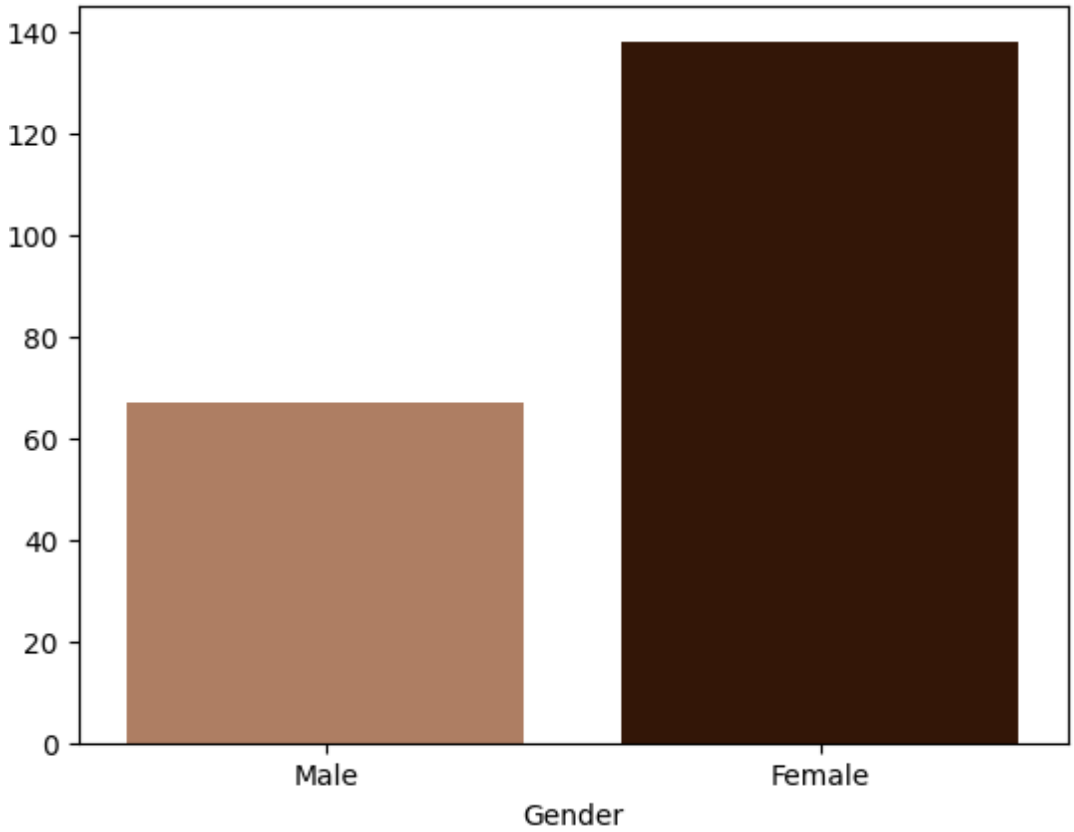


Figure 10. Gender Breakdown Permanent Staff

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

Women account for 66.19% of our workforce and outnumber men at most grades, including across management and director roles.

The main factor influencing our gender pay gap is the distribution of women and men across the pay range. While women are well represented in senior positions, they also make up a proportionately larger share of employees in lower grades. Women account for 74.29% of employees in the lowest pay quartile, compared with 66.19% of the workforce overall. Men have proportionately greater representation in the upper-middle pay quartile, accounting for 40% of employees in that group.

The composition of our relatively small senior leadership cohort also contributes to the gap. During the reporting period, a female Commissioner left the organisation and the position remained vacant at the snapshot date. The remaining Commission membership comprised the male Chairperson, two male Commissioners and one female Commissioner. In addition, the newly established Senior Director cohort comprised two men and one woman. Greater male representation in these higher-paid roles influences overall average hourly earnings. With relatively few positions at these levels, individual appointments and vacancies can have a noticeable effect on the reported figures.

The mean gender pay gap increased from 5.5% to 7.84%, while the median gap increased from 8.4% to 9.18%. The distribution of employees across the pay range contributes to both measures, while the mean is also sensitive to earnings at the highest pay levels. Within the highest pay quartile, men's mean hourly earnings are higher than women's, although women's median hourly earnings are higher than men's. This indicates that higher earnings towards the top of that quartile are influencing the male average.

Employees are remunerated through established public-sector pay scales. The figures compare hourly earnings across the workforce as a whole, rather than comparing women and men undertaking equivalent roles. They help us understand how the gender profile of our workforce, including representation at different pay levels, affects the overall gap.

We remain committed to supporting balanced representation at all levels. Through *Athrú*, our People Strategy, we continue to strengthen career development pathways, support equal access to progression opportunities and embed an inclusive culture across the organisation.

Our Progress and Ongoing Commitments in 2026

Recruitment Practices

- Fair and Inclusive Recruitment: We continued to maintain fair and consistent recruitment practices through structured competency-based interviews, gender-balanced interview panels and standardised assessment processes. We are also reviewing how anonymised recruitment can be effectively incorporated into our recruitment processes in the future, following a pilot project utilising ab"blind" recruitment approach in a small number of campetitions last year.
- Unconscious Bias Awareness: We have strengthened our approach to mitigating unconscious bias in recruitment by introducing a requirement that all interview panel members complete a dedicated unconscious bias training module. The 15-minute learning module, delivered through our Cornerstone learning platform, focuses specifically on unconscious bias in relation to recruitment and selection. This requirement is currently being rolled out and will form part of ensuring panel members are appropriately prepared to participate in future recruitment processes.
- Reasonable Accommodations: We are committed to ensuring our recruitment processes are accessible and inclusive. Candidates are invited to request reasonable accommodations at interview where needed. A dedicated Talent Acquisition contact is provided in each Candidate Information Pack to discuss and arrange any supports required to enable candidates to participate fully in the selection process.

- Inclusive Job Advertisements: We continue to use gender-neutral language, review criteria to ensure they are relevant and necessary, and include an EDI statement in our job advertisements, supporting our commitment to fair and inclusive recruitment practices.
- Partnership with Open Doors Initiative: We continue our collaboration with Open Doors Initiative to broaden our reach to candidates from under-represented and marginalised communities.
- Recruitment Diversity Data: We are exploring opportunities to strengthen the collection and analysis of demographic data throughout the recruitment process. This will help us better understand representation at different stages of recruitment and identify potential barriers to participation or progression.

EDI Programme and Engagement

- Investors in Diversity Silver Accreditation and EDI Action Plan: In 2026, we achieved Investors in Diversity Silver accreditation, building on the Bronze accreditation previously achieved. We have used the findings and recommendations from the assessment to develop a structured EDI Action Plan for 2026–27, setting out clear priorities, actions, ownership, timelines and measures of progress. The plan also links our EDI activity with the *Athrú* People Strategy and Coimisiún na Meán's wider strategic outcomes, helping to ensure that EDI is increasingly embedded within our wider organisational priorities and that progress can be monitored over time. The plan also includes actions to further embed EDI across the employee experience.
- EDI Committee and EDI Champions: Our EDI Committee has continued to develop its programme of work, with a focus on translating our EDI commitments into practical initiatives across the organisation. We have also expanded opportunities for staff involvement through our EDI Champions network, enabling colleagues to contribute ideas, support initiatives and promote engagement and inclusion across the organisation.
- Senior Leadership Engagement: Senior leadership engagement with EDI has continued to strengthen, supported by our Senior EDI Champion, who provides visible sponsorship for the EDI programme. This has included speaking at EDI events, participating in EDI Committee meetings and raising EDI at organisation-wide events, helping to reinforce EDI as a shared organisational priority.
- EDI Awareness and Engagement: Throughout 2026, we marked a range of significant EDI dates through dedicated learning, awareness and engagement activities. These included International Women's Day, International Day of Neurodiversity Awareness and Pride, with associated training, events and communications providing opportunities for colleagues to learn, engage and participate in conversations around equality, diversity and inclusion.

Culture, Integration and Development

- 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. These values continue to support a consistent and inclusive culture as the organisation grows and matures, with a focus on embedding them in everyday working practices.
- People Strategy: We continued to implement *Athrú*, our three-year People Strategy, with EDI as a core pillar. The strategy supports fair recruitment, career progression and flexible

working, helping to embed equality and inclusion into how we work and develop as an organisation.

- Induction and Integration: Our refreshed induction programme, 'Integration Days', supports new colleagues as they settle into the organisation. EDI principles are a core part of the programme, helping colleagues understand our commitment to inclusion from the outset.
- Leadership and Professional Development: We continue to support equitable access to learning and development opportunities across the organisation. Initiatives have included a bespoke coaching programme for senior leaders and learning opportunities that support inclusive leadership, skills development and career growth.

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 continue to support employees through our Domestic Violence Leave, Women's Reproductive Health and Work-Life Balance policies. These sit alongside our established benefits, including fully paid maternity leave of 26 weeks, nine weeks of fully paid parent's leave, two weeks of fully paid paternity leave and flexible parental leave up to age 16. Flexible start and finish times, hybrid working arrangements and full-pay sick leave also help employees balance their personal and professional commitments and support their wellbeing at different stages of life.
- **Promoting Respect, Inclusion and Development:** Our Dignity at Work Policy remains central to our commitment to a respectful and inclusive workplace, supported by mandatory training and dedicated contact persons who provide confidential guidance. We also continue to support equitable access to learning and development opportunities, helping employees build their skills and develop their careers within a positive and inclusive working 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 remain committed to ensuring that fairness, inclusion and equal opportunity are reflected in our everyday practices. Our focus is on embedding these principles across recruitment, career development and employee support, and reviewing our approach as our organisation evolves. Gender pay gap reporting supports this work by helping us understand our workforce profile and identify areas that require further attention. We will continue to build a workplace where all employees have the opportunity to develop, progress and contribute fully to our mission.