

EPA Gender Pay Gap Report 2025



This is the fourth Gender Pay Gap report for the Environmental Protection Agency.

This report outlines our gender pay profile and representation levels over the period 1 July 2024 to 30 June 2025.

It also highlights some of the key initiatives we are taking to ensure our workplace is welcoming to all.

The EPA is committed to creating a workplace culture that promotes equality, diversity and inclusion. We recognise that to fulfil our vision and mandate, we need people with different backgrounds, experiences and perspectives.

The EPA seeks to advance equality of opportunity in access to employment, training, development, and career opportunities.

Learn more:

<https://www.epa.ie/who-we-are/corporate-information/equality-diversity--inclusion/>

EPA Gender Pay Gap – All employees

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025
Mean	10.7%	9.6%	9.1%
Median	10.3%	7.4%	9.7%

EPA Gender Pay Gap – Part-time employees

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025
Mean	+1.8%	6.9%	3.6%
Median	+1.6%	0.0%	3.4%

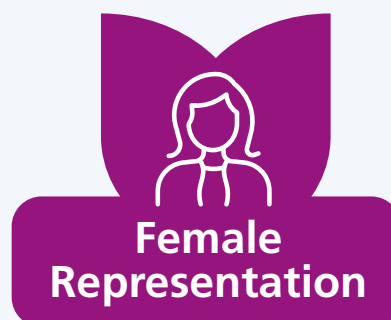
EPA Gender Pay Gap – Temporary contracts

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025
Mean	-13.1%	-4.9%	-18.2%
Median	-0.8%	0.0%	-9.6%

About the EPA Gender Pay Gap

The EPA Gender Pay Gap is primarily driven by three consistent factors:

- Significantly more female employees in the lower administrative and 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 retirement.



Female representation

In 2025 our overall gender distribution between males and females is similar to past years, showing female representation of 59% and 41% male.

EPA Overall Gender Distribution

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025
Female	60%	60%	59%
Male	40%	40%	41%

A table in the appendix provides a gender profile by salary scale/grade. This shows:

- **33%** female representation at Board level.
- **50%-50%** gender balance of EPA Programme Managers, with an increase in female representation from the 2024 report.

- **50%-50%** gender balance at the combined middle management grades (Level 2s and Level 3s), with a notable narrowing of the ranges when compared to the 2024 data.
- There are considerably higher numbers of female employees serving in Grades 4, 5 and 6.

Recruitment

- The EPA is an equal opportunities employer.
- The EPA promotes its wellbeing and Equality, Diversity and Inclusion offerings in all its recruitment campaigns.
- 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.
- Between 1 July 2024 and 30 June 2025 **53.4%** of all new hires were female.



Our Wellbeing and Equality, Diversity and Inclusion (EDI) initiatives

The EPA is committed to creating a culture that promotes a healthy workplace where everyone is welcome.

We have partnered with the Irish Centre for Diversity to help us upskill and educate our HR team and the wider EPA on key topics.

There is one full time staff member and dedicated financial resources for this work.

- We've organised webinars with experts from the Irish Centre for Diversity for our employees during this reporting period on EDI, mental health, neurodiversity, gender equality, cultural awareness and LGBTQ+.
- The EPA has celebrated International Day of Girls and Women in Science, International Women's Day, Pride Week, and International Men's Day.
- The results of the EPA's Employee Engagement Survey are being used to inform the development of an EPA Wellbeing Framework and a targeted Action Plan, based on Ireland's Healthy Workplace Framework.
- The EPA is developing additional policies and programmes to help support both male and female health. This includes menopause, fertility, and surrogacy policies.
- There is an increasing focus on supporting people's mental health, with the EPA's first Mental Health First Responders training starting in Quarter 3 2025.



Developing our people: learning, leadership and mentoring

We are committed to creating a culture that encourages lifelong learning and development. This includes offering people the opportunity to develop through on-the-job and peer learning, by engaging with multidisciplinary teams across the organisation on projects and working groups, and through formal internal and external training programmes.

Our further education funding schemes offer financial assistance for degrees, diplomas, masters and PhDs.

We have recently started an EPA mentorship programme, which helps people develop across a wide range of areas, including extending their professional network and enhancing their skills and organisational knowledge.

- The EPA invests in upskilling new managers through an Essential Skills of Management and Leadership programme. For our Spring 2025 programme, **60%** of those attending were female.

- In 2025, **62.5%** of our formal educational supports were awarded to females.
- For our most recent mentoring programme, which started in February 2025, **66%** of mentors and **53%** of mentees were female.

Appendix: 2025 Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date: 30 June 2025)

Mean Gender Pay Gap

All employees	Mean hourly gender pay gap	9.1%
Part time employees	Mean hourly gender pay gap	3.6%
Temporary Contracts	Mean hourly gender pay gap	-18.2%

Median Gender Pay Gap

All employees	Median hourly gender pay gap	9.7%
Part-time employees	Median hourly gender pay gap	3.4%
Temporary Contracts	Median hourly gender pay gap	-9.6%

	Numbers of male/ female employees	Percentage of male/ female employees
Bonuses and benefit-in-kind¹		
Breakdown of employees who received bonuses	N/A	N/A
Breakdown of employees who received benefit-in-kind	Male - 10 Female - 9	4.6% 2.8%
Employee remuneration by quartile		
Percentage of employees within lower remuneration quartile	Male - 47 Female - 87	35.1% 64.9%
Percentage of employees within lower middle remuneration quartile	Male - 50 Female - 84	37.3% 62.7%
Percentage of employees within higher middle remuneration quartile	Male - 54 Female - 80	40.3% 59.7%
Percentage of employees within upper remuneration quartile	Male - 67 Female - 67	50% 50%

1 A small number of EPA staff have their fee for membership of a relevant professional organisation paid for by the organisation, which is a benefit-in-kind.

EPA Gender Distribution by Grade²

Grade	2024		2025	
	Female	Male	Female	Male
Board	33%	67%	33%	67%
Programme Manager (Level 1)	47%	53%	50%	50%
Senior Management (Level 2)	41%	59%	45%	55%
Management (Level 3)	59%	41%	55%	45%
Level 4	61%	39%	61%	39%
Level 5	71%	29%	73%	27%
Level 6	74%	26%	72%	28%
Overall	60%	40%	59%	41%

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² All grades have parity with Civil Service salary scales. Pay progression within those grades is incremental for all employees, subject to satisfactory performance.