Environmental Protection Agency
An Ghníomhaireacht um Chaomhnú Comhshaoil

EPA Gender Pay Gap Report 2026



Environmental Protection Agency

The EPA is responsible for protecting and improving the environment as a valuable asset for the people of Ireland. We are committed to protecting people and the environment from the harmful effects of radiation and pollution.

The work of the EPA can be divided into three main areas:

- **Regulation:** Implementing regulation and environmental compliance systems to deliver good environmental outcomes and target those who don't comply.
- **Knowledge:** Providing high-quality, targeted and timely environmental data, information and assessment to inform decision making.
- **Advocacy:** Working with others to advocate for a clean, productive and well-protected environment and for sustainable environmental practices.

Our responsibilities include:

LICENSING

- Large-scale industrial waste and petrol storage activities;
- Urban wastewater discharges;
- The contained use and controlled release of genetically modified organisms;
- Sources of ionising radiation;
- Greenhouse gas emissions from industry and aviation through the EU Emissions Trading Scheme.

NATIONAL ENVIRONMENTAL ENFORCEMENT

- Audit and inspection of EPA-licensed facilities;
- Drive the implementation of best practice in regulated activities and facilities;
- Oversee local authority responsibilities for environmental protection;
- Regulate the quality of public drinking water and enforce urban wastewater discharge authorisations;
- Assess and report on public and private drinking water quality;
- Coordinate a network of public service organisations to support action against environmental crime;
- Prosecute those who flout environmental law and damage the environment.

WASTE MANAGEMENT AND CHEMICALS IN THE ENVIRONMENT

- Implement and enforce waste regulations including national enforcement issues;
- Prepare and publish national waste statistics and the National Hazardous Waste Management Plan;
- Develop and implement the National Waste Prevention Programme;
- Implement and report on legislation on the control of chemicals in the environment.

WATER MANAGEMENT

- Engage with national and regional governance and operational structures to implement the Water Framework Directive;
- Monitor, assess and report on the quality of rivers, lakes, transitional and coastal waters, bathing waters and groundwaters, and measurement of water levels and river flows.

CLIMATE SCIENCE AND CLIMATE CHANGE

- Publish Ireland's greenhouse gas emission inventories and projections;
- Provide the Secretariat to the Climate Change Advisory Council and support to the National Dialogue on Climate Action;
- Support National, EU and UN climate science and policy development activities.

ENVIRONMENTAL MONITORING & ASSESSMENT

- Design and implement national environmental monitoring systems: technology, data management, analysis and forecasting;
- Produce the State of Ireland's Environment and Indicator Reports;
- Monitor air quality and implement the EU Clean Air for Europe Directive, the Convention on Long Range Transboundary Air Pollution and the National Emissions Ceiling Directive;
- Oversee the implementation of the Environmental Noise Directive;
- Assess the impact of proposed plans and programmes on the Irish environment.

ENVIRONMENTAL RESEARCH AND DEVELOPMENT

- Coordinate and fund national environmental research activity to identify pressures, inform policy and provide solutions;
- Collaborate with national and EU environmental research activity.

RADIOLOGICAL PROTECTION

- Monitoring radiation levels and assess public exposure to ionising radiation and electromagnetic fields;
- Assist in developing national plans for emergencies arising from nuclear accidents;
- Monitor developments abroad relating to nuclear installations and radiological safety;
- Provide, or oversee the provision of, specialist radiation protection services.

GUIDANCE, AWARENESS RAISING, AND ACCESSIBLE INFORMATION

- Provide independent evidence-based reporting, advice and guidance to government, industry and the public on environmental and radiological protection topics;
- Promote the link between health and wellbeing, the economy and a clean environment;
- Promote environmental awareness including supporting behaviours for resource efficiency and climate transition;
- Promote radon testing in homes and workplaces and encourage remediation where necessary.

PARTNERSHIP AND NETWORKING

- Work with international and national agencies, regional and local authorities, non-governmental organisations, representative bodies and government departments to deliver environmental and radiological protection, research coordination and science-based decision making.

MANAGEMENT AND STRUCTURE OF THE EPA

The EPA is managed by a full-time Board, consisting of a Director General and five Directors. The work is carried out across five Offices:

- Office of Environmental Sustainability
- Office of Environmental Enforcement
- Office of Evidence and Assessment
- Office of Radiation Protection and Environmental Monitoring
- Office of Communications and Corporate Services

The EPA is assisted by advisory committees who meet regularly to discuss issues of concern and provide advice to the Board.

This is the fifth Gender Pay Gap report for the Environmental Protection Agency (EPA).

This report outlines our gender pay profile and representation levels over the period 1 July 2025 to 30 June 2026.

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 equal opportunities in 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	**1 July 2025 – 30 June 2026**
Mean	10.7%	9.6%	9.1%	**8.4%**
Median	10.3%	7.4%	9.7%	**10.1%**

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	**1 July 2025 – 30 June 2026**
Mean	1.8%	6.9%	3.6%	**4.3%**
Median	1.6%	0.0%	3.4%	**2.2%**

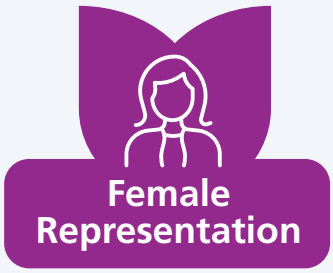
EPA Gender Pay Gap – Temporary contracts

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025	**1 July 2025 – 30 June 2026**
Mean	-13.1%	-4.9%	-18.2%	**-15.2%**
Median	-0.8%	0.0%	-9.6%	**-15.2%**

About the EPA Gender Pay Gap

The EPA gender pay gap is primarily influenced by three consistent factors:

- Significantly more female employees in the administrative and lower 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 employee movements, including new hires (commencing at the lower salary scales), resignations and retirement.



Female representation

In 2026, the EPA workforce remained broadly consistent with previous years, comprising 60% female employees and 40% male employees.

EPA Overall Gender Distribution

	1 July 2022 – 30 June 2023	1 July 2023 – 30 June 2024	1 July 2024 – 30 June 2025	**1 July 2025 – 30 June 2026**
Female	60%	60%	59%	**60%**
Male	40%	40%	41%	**40%**

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

- 33% female representation at Board level.
- Female representation among EPA Programme Managers remains strong at 44%, with the number of female Programme Managers unchanged from the previous reporting period. The gender balance has shifted slightly due to an increase in the number of male Programme Managers.

- The combined middle management grades (Level 2s and Level 3s) are 55% female and 45% male. These grades have seen increased female representation since our 2025 Gender Pay Gap Report.
- There are significantly higher numbers of female employees serving in Levels 4, 5 and 6.

Recruitment

The EPA is an equal opportunities employer.

Our Wellbeing and Equality, Diversity and Inclusion initiatives are outlined in all 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 2025 and 30 June 2026 67% of all new hires were female.



Wellbeing and Equality, Diversity and Inclusion (EDI) initiatives

The EPA is committed to creating a culture that promotes a healthy, inclusive workplace where everyone is welcome. We have one person working full time and specific funding to support this work.

In 2026, we launched our new Wellbeing Framework and Action Plan, with a focus on inclusion. The plan is aligned with Ireland's Healthy Workplaces Framework and supports a positive, supportive working environment for all staff.

We also partnered with AsIAm, an autism charity, to raise awareness and understanding of autism and neurodiversity in the workplace. As part of this initiative, 85% of staff participated in neurodiversity awareness training.

We have also partnered with the Irish Centre for Diversity (ICFD) to raise awareness across the organisation on key inclusion topics. During this reporting period, we have organised ICFD webinars for our employees on *Diversity and Inclusion, Creating a Culture of Dignity and Respect in the Workplace, and LGBTQIAP+ Awareness* as part of Pride in June.

The EPA also celebrated International Day of Girls and Women in Science, International Women's Day, and International Men's Day.

In June 2026, the EPA joined colleagues from across the Civil and Public Service and the Pride at Work Network to participate in the Dublin Pride Parade.



Developing our people: learning, leadership and mentoring

The EPA is 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 an EPA mentorship programme, which helps development across a wide range of areas, including extending professional networks, building skills and sharing organisational knowledge.

- The EPA invests in upskilling new managers through an *Essential Skills of Management and Leadership* programme. For our programmes in Autumn 2025 and Spring 2026, 69% of those attending were female.
- In 2026, 55% of our formal educational supports were awarded to female employees.
- For our most recent mentoring programme, 53% of mentors and 62.5% of mentees were female.

Appendix: 2026 Gender Pay Gap Information Act 2021 Reporting Requirements

(Snapshot date: 30 June 2026)

Mean Gender Pay Gap

All employees	Mean hourly gender pay gap	8.4%
Part time employees	Mean hourly gender pay gap	4.3%
Temporary Contracts	Mean hourly gender pay gap	-15.2%

Median Gender Pay Gap

All employees	Median hourly gender pay gap	10.1%
Part-time employees	Median hourly gender pay gap	2.2%
Temporary Contracts	Median hourly gender pay gap	-15.2%

		Numbers of employees	Percentage of employees
Bonuses and benefit-in-kind			
Breakdown of employees who received bonuses		N/A	N/A
Breakdown of employees who received benefit-in-kind[1]	Male	11	4.9%
	Female	10	3%
Employee remuneration by quartile			
Percentage of employees within lower remuneration quartile	Male	44	31%
	Female	96	69%
Percentage of employees within lower middle remuneration quartile	Male	53	38%
	Female	88	62%
Percentage of employees within higher middle remuneration quartile	Male	63	45%
	Female	78	55%
Percentage of employees within upper remuneration quartile	Male	66	47%
	Female	75	53%

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 Grade[2]

	2025		2026	
Grade	**Female**	**Male**	**Female**	**Male**
Board	33%	67%	33%	67%
Programme Manager (Level 1)	50%	50%	44%	56%
Senior Management (Level 2)	45%	55%	45%	55%
Management (Level 3)	55%	45%	58%	42%
Level 4	61%	39%	61%	39%
Level 5	73%	27%	70%	30%
Level 6	72%	28%	74%	26%
Overall	59%	41%	60%	40%

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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.

An Ghníomhaireacht um Chaomhnú Comhshaoil

Tá an GCC freagrach as an gcomhshaol a chosaint agus a fheabhsú, mar shócmhainn luachmhar do mhuintir na hÉireann. Táimid tiomanta do dhaoine agus don chomhshaol a chosaint ar thionchar díobhálach na radaíochta agus an truaillithe.

Is féidir obair na Gníomhaireachta a roinnt ina trí phríomhréimse:

- Rialáil: Rialáil agus córais chomhlíonta comhshaoil éifeachtacha a chur i bhfeidhm, chun dea-thorthaí comhshaoil a bhaint amach agus díriú orthu siúd nach mbíonn ag cloí leo.
- Eolas: Sonraí, eolas agus measúnú ardchaighdeáin, spriocdhírithe agus tráthúil a chur ar fáil i leith an chomhshaoil chun bonn eolais a chur faoin gcinnteoireacht.
- Abhcóideacht: Ag obair le daoine eile ar son timpeallachta glaine, táirgiúla agus dea-chosanta agus ar son cleachtas inbhuanaithe i dtaobh an chomhshaoil.

I measc ár gcuid freagrachtaí tá:

CEADÚNÚ

- Gníomhaíochtaí tionscail, dramhaíola agus stórála peitril ar scála mór;
- Sceitheadh fuíolluisce uirbigh;
- Úsáid shrianta agus scaoileadh rialaithe Orgánach Géinmhodhnaithe;
- Foinsí radaíochta ianúcháin;
- Astaíochtaí gás ceaptha teasa ó thionscal agus ón eitlíocht trí Scéim an AE um Thrádáil Astaíochtaí.

FORFHEIDHMIÚ NÁISIÚNTA I LEITH CÚRSAÍ COMHSHAOIL

- Iniúchadh agus cigireacht ar shaoráidí a bhfuil ceadúnas acu ón GCC;
- Cur i bhfeidhm an dea-chleachtais a stiúradh i ngníomhaíochtaí agus i saoráidí rialáilte;
- Maoirseacht a dhéanamh ar fhreagrachtaí an údaráis áitiúil as cosaint an chomhshaoil;
- Caighdeán an uisce óil phoiblí a rialáil agus údaruithe um sceitheadh fuíolluisce uirbigh a fhorfheidhmiú
- Caighdeán an uisce óil phoiblí agus phríobháidigh a mheasúnú agus tuairisciú air;
- Comhordú a dhéanamh ar líonra d'eagraíochtaí seirbhíse poiblí chun tacú le gníomhú i gcoinne coireachta comhshaoil;
- An dlí a chur orthu siúd a bhriseann dlí an chomhshaoil agus a dhéanann dochar don chomhshaol.

BAINISTÍOCHT DRAMHAÍOLA AGUS CEIMICEÁIN SA CHOMHSHAOL

- Rialacháin dramhaíola a chur i bhfeidhm agus a fhorfheidhmiú lena n-áirítear saincheisteanna forfheidhmithe náisiúnta;
- Staitisticí dramhaíola náisiúnta a ullmhú agus a fhoilsiú chomh maith leis an bPlean Náisiúnta um Bainistíocht Dramhaíola Guaisí;
- An Clár Náisiúnta um Chosc Dramhaíola a fhorbairt agus a chur i bhfeidhm;
- Reachtaíocht ar rialú ceimiceán sa timpeallacht a chur i bhfeidhm agus tuairisciú ar an reachtaíocht sin.

BAINISTÍOCHT UISCE

- Plé le struchtúir náisiúnta agus réigiúnacha rialachais agus oibriúcháin chun an Chreat-treoir Uisce a chur i bhfeidhm;
- Monatóireacht, measúnú agus tuairisciú a dhéanamh ar chaighdeán aibhneacha, lochanna, uiscí idirchreasa agus cósta, uiscí snámha agus screamhuisce chomh maith le tomhas ar leibhéil uisce agus sreabhadh abhann.

EOLAÍOCHT AERÁIDE & ATHRÚ AERÁIDE

- Fardail agus réamh-mheastacháin a fhoilsiú um astaíochtaí gás ceaptha teasa na hÉireann;
- Rúnaíocht a chur ar fáil don Chomhairle Chomhairleach ar Athrú Aeráide agus tacaíocht a thabhairt don Idirphlé Náisiúnta ar Ghníomhú ar son na hAeráide;
- Tacú le gníomhaíochtaí forbartha Náisiúnta, AE agus NA um Eolaíocht agus Beartas Aeráide.

MONATÓIREACHT AGUS MEASÚNÚ AR AN GCOMHSHAOL

- Córais náisiúnta um monatóireacht an chomhshaoil a cheapadh agus a chur i bhfeidhm: teicneolaíocht, bainistíocht sonraí, anailís agus réamhaisnéisiú;
- Tuairiscí ar Staid Thimpeallacht na hÉireann agus ar Tháscairí a chur ar fáil;
- Monatóireacht a dhéanamh ar chaighdeán an aeir agus Treoir an AE i leith Aeir Ghlain don Eoraip a chur i bhfeidhm chomh maith leis an gCoinbhinsiún ar Aerthruailliú Fadraoin Trasteorann, agus an Treoir i leith na Teorann Náisiúnta Astaíochtaí;
- Maoirseacht a dhéanamh ar chur i bhfeidhm na Treorach i leith Torainn Timpeallachta;
- Measúnú a dhéanamh ar thionchar pleananna agus clár beartaithe ar chomhshaol na hÉireann.

TAIGHDE AGUS FORBAIRT COMHSHAOIL

- Comhordú a dhéanamh ar ghníomhaíochtaí taighde comhshaoil agus iad a mhaoiniú chun brú a aithint, bonn eolais a chur faoin mbeartas agus réitigh a chur ar fáil;
- Comhoibriú le gníomhaíocht náisiúnta agus AE um thaighde comhshaoil.

COSAINT RAIDEOLAÍOCH

- Monatóireacht a dhéanamh ar leibhéil radaíochta agus nochtadh an phobail do radaíocht ianúcháin agus do réimsí leictreamaighnéadacha a mheas;
- Cabhrú le pleananna náisiúnta a fhorbairt le haghaidh éigeandálaí ag eascairt as taismí núicléacha;
- Monatóireacht a dhéanamh ar fhorbairtí thar lear a bhaineann le saoráidí núicléacha agus leis an tsábháilteacht raideolaíochta;
- Sainseirbhísí um chosaint ar an radaíocht a sholáthar, nó maoirsiú a dhéanamh ar sholáthar na seirbhísí sin.

TREOIR, ARDÚ FEASACHTA AGUS FAISNÉIS INROCHTANA

- Tuairisciú, comhairle agus treoir neamhspleách, fianaise-bhunaithe a chur ar fáil don Rialtas, don tionscal agus don phobal ar ábhair maidir le cosaint comhshaoil agus raideolaíoch;
- An nasc idir sláinte agus folláine, an geilleagar agus timpeallacht ghlan a chur chun cinn;
- Feasacht comhshaoil a chur chun cinn lena n-áirítear tacú le hiompraíocht um éifeachtúlacht acmhainní agus aistriú aeráide;
- Tástáil radóin a chur chun cinn i dtithe agus in ionaid oibre agus feabhsúchán a mholadh áit is gá.

COMHPHÁIRTÍOCHT AGUS LÍONRÚ

Oibriú le gníomhaireachtaí idirnáisiúnta agus náisiúnta, údaráis réigiúnacha agus áitiúla, eagraíochtaí neamhrialtais, comhlachtaí ionadaíocha agus ranna rialtais chun cosaint chomhshaoil agus raideolaíoch a chur ar fáil, chomh maith le taighde, comhordú agus cinnteoireacht bunaithe ar an eolaíocht.

BAINISTÍOCHT AGUS STRUCHTÚR NA GNÍOMHAIREACHTA UM CHAOMHNÚ COMHSHAOIL

Tá an GCC á bainistiú ag Bord lánaimseartha, ar a bhfuil Ard-Stiúrthóir agus cúigear Stiúrthóir. Déantar an obair ar fud cúig cinn d'Oifigí:

- An Oifig um Inbhunaitheacht i leith Cúrsaí Comhshaoil
- An Oifig Forfheidhmithe i leith Cúrsaí Comhshaoil
- An Oifig um Fhianaise agus Measúnú
- An Oifig um Chosaint ar Radaíocht agus Monatóireacht Comhshaoil
- An Oifig Cumarsáide agus Seirbhísí Corparáideacha

Tugann coistí comhairleacha cabhair don Ghníomhaireacht agus tagann siad le chéile go rialta le plé a dhéanamh ar ábhair imní agus le comhairle a chur ar an mBord.

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