An Coimisiún um Rialáil Fóntas
Commission for Regulation of Utilities



Commission for Regulation of Utilities Gender Pay Gap Report 2026

Gender Pay Gap Report

Introduction

Welcome to the Commission for Regulations of Utilities Gender Pay Gap Report for 2026 published in compliance with the Gender Pay Gap Information Act 2021. The data outlined in this report highlights how the CRU has performed against all metrics requested in the Regulations to the Gender Pay Gap Information Act 2021. This report is based on a snapshot of the workforce on 1 June 2026 and a reporting period of 1 June 2025-31 May 2026. This is the third Gender Pay Gap Report published by the CRU. The first was published in 2024.

As an organisation, we value diversity, fairness and transparency. Our gender pay gap looks at the difference in average hourly earnings between all male and female employees across our workforce. While a gender pay gap does not mean we have unequal pay for equal work, it highlights structural differences in representation, particularly regarding the distribution of men and women across different roles and senior levels.

The CRU's pay is in line with Public Body pay rates where pay is set by grade and pay scale points are based on the employee's length of service, our pay scales are fully transparent and do not allow for discrimination against gender.

Methodology

To generate this report, rates of pay across all departments and levels within the organisation are analysed. There are three measures used to provide the gender pay gap for the CRU.

1. **Mean Hourly Gender Pay Gap**
   The mean gender pay gap highlights the difference in the average hourly rate of pay between both men and women. It is calculated using the total pay of all men, divided by the number of men, which is compared to women using the same calculation.

2. **Median Hourly Gender Pay Gap**
   The median gender pay gap calculation compares the difference between men's median hourly pay (the middle-paid male) and women's median hourly pay (the middle-paid male). The median hourly pay is calculated by ranking all employees form the highest paid to the lowest paid and taking the hourly pay of the employee in the middle.

3. **Pay Per Quartile**
   The quartile analysis ranks male and female employees from the lowest to the highest earners, this is then divided into four even groups: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile is expressed as a percentage.

The data for this report was compiled by a member of the Finance team who has access to the payroll system as part of their daily role within the CRU, keeping in line with Data Protection Obligations.

CRU and Gender Pay Gap Reporting

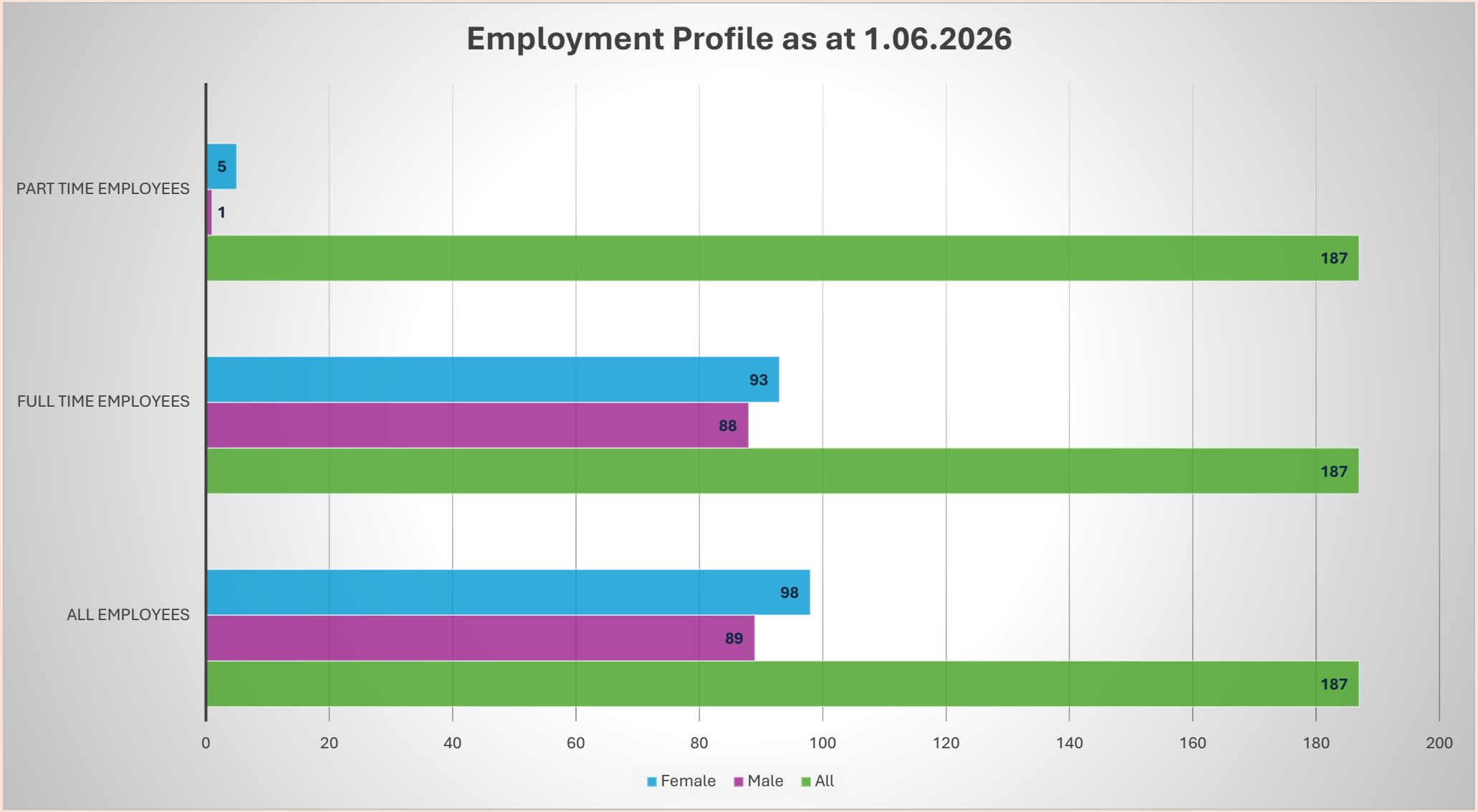
The CRU has a variety of roles in the organisation ranging from general grades in administration to specialist grades requiring specific qualifications. The gender pay gap metrics in this report are based on the hourly pay rates of employees listed in the table below, reflecting those who identified as male or female as of the 1st of June 2026. Of the 187 employees, the gender breakdown was 98 females and 89 males. Before reviewing the gender pay gap figures let's look at the gender representation first.

Gender Representation within the CRU on 1 June 2026

Title	Headcount	Male	Female
Commissioner	3	66.67%	33.33%
Director	6	33.33%	66.67%
Head of Function	1	100%	
Senior Manager	4	75%	25%
Manager	29	51.72%	48.28%
Professional / Specialist	9	44.44%	55.56%
Senior Technical Inspector	4	100%	
Safety Inspector	2	100%	
Senior Analyst	62	45.16%	54.84%
Analyst	49	51.02%	48.98%
Graduate	2	100%	
Administrator / Personal Assistant	16	6.25%	93.75%
Total	**187**		

A quick glance at the table above demonstrates that gender representation is in favour of males at Commission, Head of Function, Senior Manager and Inspector levels. There are minor variations at Senior Analyst, Analyst, and Specialist levels. The balance is in favour of females at Director and Administration / Personal Assistant levels.

The table below shows the overall split of male and female employees within the organisation on the snapshot date 1 June 2026.



Our Gender Pay Gap Analysis 2026

		*2025	2026
Number of Employees 2026	**Hourly Pay**		
187	Mean Hourly Pay Gap - All Employees	4.51%	5.92%
187	Median Hourly Pay Gap - All Employees	-.35%	0.00%
6	Mean Hourly Pay Gap – Part-time Employees	**N/A	30%
6	Median Hourly Pay Gap – Part-time Employees	**N/A	39%
Number of Eligible Employees 2026	**Performance Related Pay**		
23	Mean Performance Related Remuneration Pay Gap	34.04%	31.16%
23	Median Performance Related Remuneration Pay Gap	27.85%	36.56%
23	Percentage of Males who received Performance Related Renumeration	9.20%	8.99%
23	Percentage of Females who received Performance Related Renumeration	15.63%	15.31%

*Please note that 2025 figures have been revised since the 2025 report was published in November 2025

**At the snapshot date in 2025 we had no male part-time staff to report on.

What our results show

As the CRU are a public body and have pay scales which all employees adhere to, the gender pay gap arises because of the differences in the proportion of male and female employees particularly at senior levels.

The mean hourly pay gap for all employees has increased by 1.41% in favour of male employees when compared to our findings in 2025. This variance is attributable to specific changes during the period of 1.06.2025 and 31.05.2026 notably, male employees accounted for 72.72% of promotions within the organisation. Furthermore, the percentage of male employees in the upper quartile (see table overleaf) also increased since 2025 due to the sanction of a new senior grade level in Quarter 3 2025 (Head of Function) which was filled by a male, the increase of employees at senior level correlates with the increase in the mean gender pay gap.

The median hourly pay gap for all employees sits at 0% in 2026 compared to -0.35% in 2025, this shows that when all male employees and all female employees are lined up from the lowest to the highest hourly pay, the middle-paid woman and the middle-paid man are paid the exact same hourly wage.

The mean hourly pay gap for part-time employees for 2026 was 30% with **the median hourly pay gap** at 39% in favour of male part-time employees. Both pay gaps reflect the structure of the part-time workforce rather than any difference in equal pay where even one male employee on a higher pay scale can significantly influence the overall figures.

The Mean Performance Related Renumeration Pay Gap decreased by 2.88% in 2026 with the **Median Performance Related Renumeration Pay Gap** increasing by 8.71% even though the number of staff members eligible for performance related renumeration did not change. It should be noted that only 23 employees out of 187 employees are eligible for performance related pay as this is a historical contractual payment which ceased for new contracts of employment in 2016. The higher median pay gap would correlate with the fact that all except

one male are in highest quartile of the hourly pay quartiles compared to the females who are spread out over the four quartiles.

Gender Distribution by Quartile Analysis

The quartile analysis represents the figures when all employees in the organisation are listed from the highest hourly paid employee to the lowest hourly paid employee.

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
*2025				
	60.87%	32.61%	36.96%	60.00%
	39.13%	67.39%	63.04%	40.00%
2026				
	61.70%	34.04%	40.43%	54.35%
	38.30%	65.96%	59.57%	45.65%

*Please note that 2025 figures have been revised since the 2025 report was published in November 2025

Addressing our Gender Pay Gap

The CRU are dedicated to addressing gender imbalances through measures within our control and we are committed to fostering an open and inclusive workplace. While the results of this report help us to maintain our focus, we recognise that the key to making progress is implementing the right interventions.

New in 2025 / 2026

- Introduction of the CRU Equality, Diversity and Inclusion (EDI) Strategy and Terms of Reference. Our foundational values of integrity, professionalism, openness and accountability harmoniously align with our EDI vision and mission. Through the steadfast dedication to these principles, we cultivate an environment conducive to inclusivity, where every individual is esteemed, appreciated and empowered to participate in advancing a society that champions equality, diversity and inclusion at its core.
- EDI All-Staff Survey (August 2025) - The purpose of the survey is to help the Committee better understand and improve our workplace culture and practices around EDI.
- Workplace Accommodations Policy Finalisation
- Developing a 2027 wellbeing plan ensuring a balance of gender equality

2025/2026 Annual Wellbeing Plan

Workplace Wellbeing Day – onsite wellness clinic for all

Mental health self-care seminar for all

Menopause Awareness training for all staff

Women's health webinar (Cancer Awareness)

Celebration of International Women's Day

Green Ribbon Mental Health Awareness Campaign throughout September

Staff Health Check Ups

Disability Awareness Presentation for all staff

Free Eye testing and Flu Injections for all staff

Women's Health Seminar Series provided by spectrum life is a 6 series part learning journey which will cover topics such as

- The Menopause Journey & Menopause at work
- Pre- Natal & Post Natal Nutrition
- Understanding your Hormones
- Fertility & Nutrition
- Coping with Menopause in your Personal Life

Ongoing Policies and Benefits

- ***Hybrid working arrangements*** – supporting employees well-being while fostering a sustainable and flexible work environment, other options also available include flexi time, shorter working year and career breaks.
- ***Family friendly initiatives / Policies including***
    - Paid Maternity, Paternity and Adoption Leave
    - Paid Parents Leave
    - Carer's Leave
    - Parental Leave
    - Force Majeure
    - Marriage Leave
    - Paid Sick Leave
    - Paid Domestic Violence Leave
    - Medical care Leave

- ***Education and Educational Assistance***

The CRU remains dedicated to fostering an environment of continuous learning to help close career progression gaps. Educational assistance and exam leave can be applied for if certain conditions are met by the employee.

In House Training & Development 2025/2026

EDI – Understanding Unconscious Bias and How it Shows Up at Work

EDI – Understanding Hidden Disabilities and Neurodiversity at Work

EDI – Grounds for Discrimination

Interview training which covers, Employment Equality Acts, Grounds for Discrimination and Unconscious Bias