

CRU

An Coimisiún
um Rialáil Fóntas
Commission for
Regulation of Utilities

2025 Gender Pay Gap Report



Introduction

The gender pay gap refers to the disparity in the average hourly wages between males and females across the workforce, irrespective of their roles within an organisation. The purpose of the gender pay gap reporting legislation is to identify and measure gender-based pay disparities within organisations with the aim of implementing measures to eliminate any gaps found. Measuring a gender pay gap is not the same as measuring equal pay for all employees. Equal pay refers to being paid the same salary for the same or similar work.

If an organisation shows a positive gender pay gap it shows that on average males occupy higher paid roles in the organisation than females.

What's Changing with gender pay gap reporting in 2025?

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. The number of employees employed by the employer determined when you were required to report on the gender pay gap in an organisation. In 2022 it stood at +250 employees and in 2024 the number was reduced to +150 employees.

- In 2025, the gender pay gap reporting threshold in Ireland was lowered to include employers with 50 or more employees
- The reporting deadline has been moved to November which is five months after the June snapshot date.
- A new, public facing gender pay gap portal is due to be launched allowing organisations to submit their reports directly
- Salary top ups to employees on statutory leave such as maternity leave, parents leave, paternity leave and adoptive leave should be included

CRU and Gender Pay Gap Reporting

The CRU has clear, fully transparent pay scales which are aligned with public sector guidelines. All employees are compensated based on qualifications and experience regardless of gender. The CRU has a variety of roles in the organisation ranging from general grades in administration to highly skilled jobs requiring specific qualifications. At our snapshot date of 1 June 2025, we had a headcount of 186 employees for the purpose of the report the headcount used was 183 employees. Of the 183 employees we employed 87 males and 96 females. Our report covers salaries for those employees during the twelve-month period of 1 June 2024 to 31 May 2025. Before we look at the gender pay gap figures let's have a look at the gender representation first.

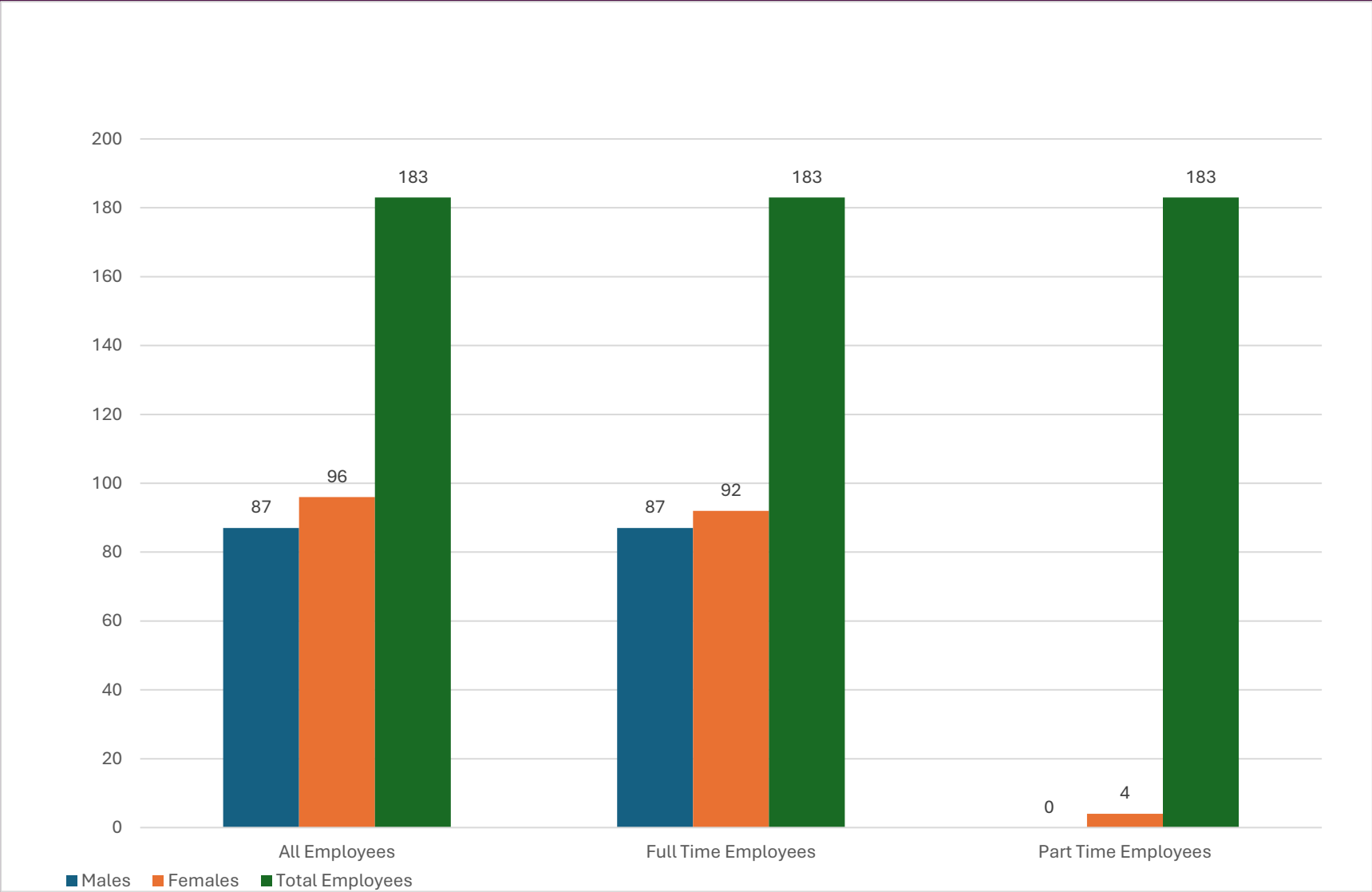
Gender Representation within the CRU on 1 June 2025

Title	Headcount	Male	Female
Commissioner	3	66.67%	33.33%
Director	6	33.33%	66.67%
Senior Manager	4	75%	25%
Manager	27	55.56%	44.44%
Professional / Specialist	9	44.44%	55.56%
Senior Technical Inspector	4	100%	
Inspector	2	100%	
Senior Analyst	59	40.68%	59.32%
Analyst	39	56.41%	43.59%
Graduate	9	77.78%	22.22%
Administrator / Personal Assistant	21	9.52%	90.48%

A quick glance at the gender representation table above shows that gender representation is in favour of males at our Commissioner, Senior Manager, Manager, Senior Technical Inspector, Inspector, Analysts and Graduate levels with the gender representation balance in favour of female employees at the following levels, Director, Professional / Specialist, Senior Analyst and Administrator / Personal Assistants.

Of the 183 employees used for the purpose of this report on the 1 June 2025, the following was the overall split of male and females within the organisation.

Employment Profile as at 1.06.2025



Methodology

To generate this report, we looked at rates of pay across all departments and levels within the organisation. 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 female). The median hourly pay is calculated by ranking all employees from 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. Please note as all part time workers were female at the snapshot date, as such part time details were not included in this report.

Our Gender Pay Gap

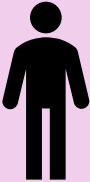

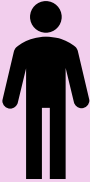

All employees

	2024		2025
No of Employees	Hourly Pay		
183	11.16%	Mean Hourly Pay Gap	6.24%
183	5.94%	Median Hourly Pay Gap	-0.42%
Number of Eligible Employees	Performance Related Pay		
23	32.89%	Mean Performance Related Remuneration Pay Gap	34.04%
23	30.38%	Median Performance Related Remuneration Pay Gap	27.85%
Number of Eligible Employees	Performance Related Pay		
23	12.16%	Percentage of Males who received Performance Related Remuneration	9.20%
23	17.86%	Percentage of Females who received Performance Related Remuneration	15.63%

- The Mean shows a reduction of 4.92%. This is accounted for the filling of a permanent senior level post by a female member of staff (previously filled by a secondee not included in the previous year's report).
- 55.56% of employees promoted between 1.06.25 and 31.05.2025 were female.
- Our Median Hourly Pay Gap stands at -.42% compared to 2024 when it stood at 5.94% in favour of Men in the organisation.
- Our Mean Performance Related Remuneration Pay Gap increased by 1.15% from 2024-2025 even though there were less males in 2025 compared to 2024 receiving performance related remuneration.
- Both the percentage of male and females receiving performance related remuneration fell in 2025 compared to 2024.
- Performance related remuneration is a historical payment that ceased for new employees' contracts in 2016 following the new public sector pay scales. This lends for the higher pay gap for males as most of the males receiving the payment would be in higher paid positions compared to females.

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
2024				
	65.85%	35.19%	47.62%	38.10%
	34.15%	64.81%	52.38%	61.90%
2025				
	58.49%	41.82%	36.54%	60.87%
	41.51%	58.18%	64.46%	39.13%

What We Already Do

New in 2024 /2025

- In June 2024 the Commission put in place an Equality, Diversity and Inclusion Committee to ensure that every staff member flourishes in a fair environment of dignity and respect. Fostering EDI values at All levels of the organisation by:
 - Creating an EDI Strategy which reflects our shared commitment to creating a workplace where everyone is treated with dignity and respect, and where inclusion, fairness, and equality are embedded in everything we do
 - Ensuring top management publicly commits to EDI values
 - Establishing metrics to measure progress on EDI goals at different levels of the organisation
 - Aligning hiring practices with diversity goals while maintaining and increasing current efforts to support inclusion.
- Introduction of a Menopause Policy in 2024 alongside Menopause Champions with the aim of raising awareness, training and support for all members of staff regardless of gender.
- Introduction of a dedicated Breastfeeding room and fridge to store breastmilk

Ongoing Policies and Benefits

- Hybrid working arrangements – aiming to support employees in achieving a better work life balance
- Flexible working options including flexi time, shorter working year and career breaks
- Family friendly initiatives / policies including
 - Paid Parents leave
 - Paid Maternity, Paternity and Adoption Leave
 - Carer's leave
 - Parental leave

- **Force Majeure**
- **Marriage Leave**
- **Paid Sick Leave**
- **Paid Domestic Violence leave**
- **Medical Care Leave**

- **Education & Educational Assistance**
The CRU encourages all staff members to further their educational standards by pursuing further educations that enhances their knowledge, skills and professional growth. Educational assistance and exam leave can also be applied for if certain conditions are met.

What's next in 2025?

- **2025 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)**
 - **Developing a 2026 wellbeing plan to ensuring a balance of gender equality**

- **Equality, Diversity and Inclusion**
 - **Creation of an Equality Diversity and Inclusion policy**