Rialtas na hÉireann
Government of Ireland

Department of Housing, Local Government and Heritage

Gender Pay Gap Report

June 2025

Prepared by the Department of
Housing, Local Government and Heritage
gov.ie/housing

Contents

1 What is the Gender Pay Gap Report? 2

2 What is the Gender Pay Gap? 2

3 How did we measure the Gender Pay Gap? 2

4 Gender Pay Gap 2025 3

4.1 Snapshot Date 3

4.2 Headcount on Snapshot Date 3

4.3 Gender Pay Gap Metrics 3

4.4 Gender Pay Gap Data 4

4.5 Factors which influence the Department's Gender Pay Gap 5

5 Gender Pay Gap Data by Grade Stream 6

5.1 Headcount by Grade Stream on 20 June 2025 6

5.2 Gender Pay Gap Metrics by Grade Stream 6

6 Observations on our 2025 GPG and comparisons with 2022-2024 7

7 Gender Profile 9

7.1 Gender Profile for all staff in the Department 10

7.2 Gender Profile for Administrative Grades 11

7.3 Gender Profile for Professional and Technical Grades 11

7.4 Gender Profile for Industrial Grades 12

8 Open Data 12

9 Conclusion 13

Appendix 1 – Grade totals by Gender, Grade Stream 14

Appendix 2 – Gender Pay Gap Metrics 2022 - 2025 17

1 What is the Gender Pay Gap Report?

The Gender Pay Gap Information Act 2021 requires the Department to report on its hourly gender pay gap across a range of metrics. These include mean hourly gender pay gap, median hourly gender pay gap, and the percentage of employees within various remuneration percentiles.

2 What is the Gender Pay Gap?

Gender Pay Gap is the difference in the average gross hourly pay of women compared with men in a particular organisation expressed as a percentage of men's pay. It captures whether women are represented evenly across an organisation.

3 How did we measure the Gender Pay Gap?

The report is based on pay data as at 20 June 2025, and looking back over the previous twelve months. This is the fourth year in which the Department has examined this data, and a comparison against previous years' results is provided later in this report at **Section 6**.

4 Gender Pay Gap 2025

4.1 Snapshot Date

Snapshot date	20 June 2025
Reporting period - from	21 June 2024
Reporting period - to	20 June 2025

4.2 Headcount on Snapshot Date

Headcount	Fulltime Employees	Part-Time*	Total Employees	Of Whom Are Temporary
Male	800	146	946	3
Female	695	183	878	6
Total	1,495	329	1824	9

* *For HR reporting purposes, our long-standing approach is to regard part-time employees as those who have a formal worksharing agreement in place to reduce their working hours – typically to an attendance pattern of Mornings-only, 9am-3pm, 3-day week, 4-day week. That was the approach we took in respect of our 2022 and 2023 GPG reports.*
* *However, we have since been advised by the Department of Children, Equality, Disability, Integration and Youth that for the purposes of the Gender Pay Gap Report, a part-time employee is defined as any person who was on a multiplier of less than 1 on the snapshot date.*
* *So as was the case last year, our 2025 part-time employee headcount and GPG totals also include fulltime staff who availed of the likes of Parental Leave or other such schemes on that snapshot date.*

4.3 Gender Pay Gap Metrics

[Regulations 7(1), 8(1), 9(1), 10(1) of SI No. 264/2022 Employment equality Act 1998 (Section 20A) (Gender Pay Gap information) Regulations 2022]

	Gender Pay Gap in Hourly Remuneration			
	Mean	**%**	**Median**	**%**
All Employees	R.7(1)(a)	3.51%	R.8(1)(a)	3.87%
Part Time Employees	R.7(1)(b)	-39.45%	R.8(1)(b)	-26.84%
Temporary Workers	R.7(1)(c)	3.67%	R.8(1)(c)	6.82%

	Gender Pay Gap in Bonus			
	Mean	**%**	**Median**	**%**
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A

	% of all Male		% of all Female	
% in receipt of Bonus	R.9(1)(c)	N/A	R.9(1)(c)	N/A
% in receipt of Benefit in Kind	R.9(1)(d)	N/A	R.9(1)(d)	N/A

Pay Quartiles	% Male		% Female	
Quartile 1 (the lower remuneration quartile pay band)	R.10(1)(a)	53.29%	R.10(1)(a)	46.71%
Quartile 2 (the lower middle remuneration quartile pay band)	R.10(1)(b)	45.61%	R.10(1)(b)	54.39%
Quartile 3 (the upper middle remuneration quartile pay band)	R.10(1)(c)	54.17%	R.10(1)(c)	45.83%
Quartile 4 (the upper remuneration quartile pay band)	R.10(1)(d)	54.39%	R.10(1)(d)	45.61%

4.4 Gender Pay Gap Data

All employees in the Department are aligned to pay grades which provide for equal pay for equal work **irrespective of gender**.

Our pay rates are set by the Department of Public Expenditure, NDP Delivery and Reform and are publicly available at https://civilservicepayscales.per.gov.ie/.

As of 20 June 2025, and looking at all employees, the Gender Pay Gap was 3.51% in favour of male employees, and the Median Gender Pay Gap was 3.87%.

For Part-Time employees, the Gender Pay Gap was -39.45% in favour of female employees, and the Median Gender Pay Gap was -26.84%.

In relation to our Temporary employees, the Gender Pay Gap was 3.67% in favour of male employees, and the Median Gender Pay Gap was 6.82%.

4.5 Factors which influence the Department's Gender Pay Gap

The Department's gender pay profile is influenced by a number of factors:

- A diverse range of 76 grades across three grade streams which is atypical of most government departments.
- The administrative grades account for just 53.24% of our workforce, with the professional and technical grades at 36.18%, and the industrial grades making up the balance at 10.58%.
- Our professional and technical staff tend to be in roles which attract higher-paid salaries.
- A greater number of female employees across the grade structure avail of worklife balance schemes such as parental leave, work sharing and shorter working year.
- A breakdown of the staffing levels in these grades by gender and grade stream is provided at **Appendix 1**.

5 Gender Pay Gap Data by Grade Stream

The following breakdown across our three distinct grade streams provides a further insight into the Department's Gender Pay Gap position;

5.1 Headcount by Grade Stream on 20 June 2025

Headcount	Administrative Grades	Professional & Technical Grades	Industrial Grades	Total
Male	420	400	126	946
Female	551	260	67	878
Total	971	660	193	1,824
%	**53.24%**	**36.18%**	**10.58%**	

5.2 Gender Pay Gap Metrics by Grade Stream

	Gender Pay Gap in Hourly Remuneration			
	Mean	**%**	**Median**	**%**
Administrative Grades		6.73%		6.08%
Professional & Technical Grades		-0.22%		2.76%
Industrial Grades		9.44%		17.08%

Pay Quartiles	Grade Stream	%Male	% Female
Quartile 1 (the lower remuneration quartile pay band)	Administrative	39.81%	60.19%
	Professional & Technical	62.77%	37.23%
	Industrial	65.38%	34.62%
Quartile 2 (the lower middle remuneration quartile pay band)	Administrative	37.68%	62.32%
	Professional & Technical	56.55%	43.45%
	Industrial	62.86%	37.14%

Pay Quartiles	Grade Stream	%Male	% Female
Quartile 3 (the upper middle remuneration quartile pay band)	Administrative	47.10%	52.90%
	Professional & Technical	63.08%	36.92%
	Industrial	100%	-
Quartile 4 (the upper remuneration quartile pay band)	Administrative	48.48%	51.52%
	Professional & Technical	60.44%	39.56%
	Industrial	-	-

6 Observations on our 2025 GPG and comparisons with 2022-2024

This is our fourth Gender Pay Gap Report under the Gender Pay Gap Information Act 2021, and affords an opportunity to compare this year's results against previous years' figures, with our first report in 2022 acting as a baseline for these annual GPG assessments.

- There was an increase of 111 staff (6.48%) in our headcount over the twelve months since the 2024 GPG snapshot date, and an increase of 303 staff (19.92%) since our first GPG Report in 2022.
- While our 2025 GPG headline figure for all staff of 3.51% is an increase on our 2024 GPG of 2.27%, it is still much lower than our first-reported GPG of 6.30% in 2022.
- Our GPG Median figure continues to move in the right direction, dropping to 3.87% from 4.00% last year and 7.01% in 2022.
- Female representation in Quartile 2 (the lower middle remuneration quartile pay band) has consistently been higher than males; 54.39% vs 45.61% in 2025, 55.04% vs 44.96% in 2024, and 54.03%vs 45.97% in 2022.
- However, those figures are effectively reversed when you look at the equivalent (and arguably more significant) positions in Quartile 3 and 4 i.e. the upper middle and upper remuneration quartile pay bands respectively, where the Male/Female percentage split has been more less 55/45 over the last four years.

- A more encouraging position emerges though when you drill down in to the representation details at grade stream level where female administrative staff sit at 52.90% in Quartile 3 and 51.52% in Quartile 4.

A side by side presentation of the Department's statutory Gender Pay Gap Metrics for 2022-2025 is available at **Appendix 2**.

As stated earlier in Section 4.5, one of the factors which influence the Department's Gender Pay Gap figures is our diverse range of grades spread across three distinct grade streams – Administrative, Professional & Technical, and Industrial.

The following table provides a comparison of the Mean and Median GPG values for each grade stream against the Department's 2025 GPG Mean and Median values for all staff.

	Mean	% Difference to the GPG Mean value for all Grades	Median	% Difference to the GPG Median value for all Grades
All Grades	3.51%		3.87%	
Administrative Grades	6.73%	91.74%	6.08%	57.11%
Professional & Technical Grades	-0.22%	-106.27%	2.76%	-28.68%
Industrial Grades	9.44%	168.95%	17.08%	341.34%

7 Gender Profile

As an equal opportunity employer, the Department continues to support the commitment in the Civil Service Renewal Plan "*to improve gender balance at each level by reviewing supports and policies to ensure these are impactful and measurable".*

We have done this through a range of supports and have put in a great deal of effort in recent years to improve our gender balance at senior manager level, including actively supporting family friendly initiatives such as worksharing, parental leave and the shorter working year scheme.

In 2024, and in the absence of a central policy, we introduced an internal Equality, Diversity and Inclusion Policy (EDI). This policy was developed in collaboration with staff and sets out our equality, diversity and inclusion purpose and objectives, and how we will manage, deliver and evaluate those goals.

This year, the Department received its *Investors in Diversity Bronze* accreditation from the Irish Centre for Diversity. The accreditation is recognition that we have established an EDI foundation which we can use as a platform to further embed Equality, Diversity and Inclusion in our organisation.

The series of tables in the following pages are an aid to understanding the composition of the Department's gender profile, firstly for the entire Department by grade/grade equivalency and then by grade stream.

The senior management grades of Principal Officer and equivalents are of strategic importance in that these staff head up the various business units across the department and are charged with the implementation and delivery of the minister's and government's commitments and priorities across a myriad of complex policy areas.

Consequently, when reviewing the following tables it is reasonable to interpret the gender breakdown across these senior roles as a proxy for how the department is doing generally in supporting opportunities for career progression amongst its staff and enabling them reach their full potential.

7.1 Gender Profile for all staff in the Department

Department of Housing, Local Government and Heritage Gender Profile at 20 June 2025				
All Staff (1,824 staff)				
	Female		Male	
Grade/Grade Equiv.	Headcount	% of Grade/Grade Equiv.	Headcount	% of Grade/Grade Equiv.
Secretary General (SEC)			1	100.00%
Assistant Secretary (ASC)	4	44.44%	5	55.56%
Principal Officer (PO)	49	49.00%	51	51.00%
Assistant Principal (AP)	195	44.32%	245	55.68%
Administrative Officer (AO)	98	47.80%	107	52.20%
Higher Executive Officer (HEO)	142	47.97%	154	52.03%
Executive Officer (EO)	212	51.83%	197	48.17%
Clerical Officer (CO)	107	70.86%	44	29.14%
Services Officer (SVO)	4	20.00%	16	80.00%
Industrial	67	34.72%	126	65.28%
Total	**878**	**48.14%**	**946**	**51.86%**

7.2 Gender Profile for Administrative Grades

Department of Housing, Local Government and Heritage Gender Profile at 20 June 2025				
Administrative Grades (971 staff)				
	Female		**Male**	
Grade/Grade Equiv.	**Headcount**	**% of Grade**	**Headcount**	**% of Grade**
Secretary General			1	100.00%
Assistant Secretary	3	42.86%	4	57.14%
Principal Officer	35	55.56%	28	44.44%
Assistant Principal	96	51.34%	91	48.66%
Administrative Officer	34	46.58%	39	53.42%
Higher Executive Officer	113	51.83%	105	48.17%
Executive Officer	159	63.35%	92	36.65%
Clerical Officer	107	70.86%	44	29.14%
Services Officer	4	20.00%	16	80.00%
Total	**551**	**56.75%**	**420**	**43.25%**

7.3 Gender Profile for Professional and Technical Grades

Department of Housing, Local Government and Heritage Gender Profile at 20 June 2025				
Professional and Technical Grades (660 staff)				
	Female		**Male**	
Grade Equiv.	**Headcount**	**% of Grade Equiv.**	**Headcount**	**% of Grade Equiv.**
ASC	1	50.00%	1	50.00%
PO	14	37.84%	23	62.16%
AP	99	39.13%	154	60.87%
AO	64	48.48%	68	51.52%
HEO	29	37.18%	49	62.82%
EO	53	33.54%	105	66.46%
Total	**260**	**39.39%**	**400**	**60.61%**

7.4 Gender Profile for Industrial Grades

Department of Housing, Local Government and Heritage Gender Profile at 20 June 2025				
Industrial Grades (193 staff)				
	Female		Male	
Grade Group	Headcount	% of Grade Group	Headcount	% of Grade Group
Industrial	67	34.72%	126	65.28%
Total	**67**	**34.72%**	**126**	**65.28%**

8 Open Data

Following on from the EU's Open Data and the Re-use of Public Sector Information Directive, the Department actively seeks to expand the range of datasets it shares through the Government's Open Data portal.

In 2023 we were the first government Department to publish gender-based statistics of its staff on the portal. This data is drawn from our HR database system and provides on a headcount basis, a gender breakdown at grade and grade equivalent level.

We continue to publish these statistics annually, using the position at the end of December.

For baseline and comparison purposes, and to assist the reader in forming a picture of how the Department's gender balance has evolved over the last 20+ years, our initial upload also included reports showing the position at December 2000, 2010, 2020, 2021 and 2022.

These data sets can be accessed on the Data.Gov.ie website at:

https://data.gov.ie/dataset/gender-breakdown-by-grade-within-grade-stream

9 Conclusion

The transparency around Civil Service payscales is such that all employees in the Department are aligned to pay grades which provide for equal pay for equal work, irrespective of gender.

Furthermore, almost all grades have payscales which are structured on a series of increments. Therefore, you will inevitably have staff doing the same work but being paid at a different rate, something which is purely reflective of their length of service in that grade and not attributable to gender in any way.

Notwithstanding that, it is acknowledged that our Gender Pay Gap rates as set out in this report point to a series of differences when looking at both the overall picture and at the more granular level.

As an equal opportunity employer, and consistent with the Civil Service Renewal Plan, we have strived over recent years to improve the gender balance at each level by reviewing supports and policies to ensure these are impactful and measurable.

We will continue to do so and use our annual Gender Pay Gap Reports to assess progress in this regard.

Appendix 1 – Grade totals by Gender, Grade Stream

Department of Housing, Local Government and Heritage Grade Profile at 20 June 2025					
	Grade Equiv.	Grade	Female	Male	Total
Administrative Grades		**Secretary General**		1	**1**
		Assistant Secretary	3	4	**7**
		Principal	34	27	**61**
		Special Adviser to the Minister	1	1	**2**
		Assistant Principal	95	89	**184**
		Principal Clerk		1	**1**
		Special Adviser to the Minister of State	1	1	**2**
		Administrative Officer	34	39	**73**
		Higher Executive Officer	113	105	**218**
		Executive Officer	159	92	**251**
		Clerical Officer	101	38	**139**
		Clerical Officer Temporary	6	2	**8**
		Civilian Driver		4	**4**
		Head Services Officer		1	**1**
		Services Officer	4	13	**17**
		Services Attendant		1	**1**
		Cleaner		1	**1**
		Total	**551**	**420**	**971**
Professional & Technical Grades	ASC	**Director Meteorological Service**		1	**1**
	ASC	**Director of Audit**	1		**1**
	PO	**Advisory Counsel Grade 2**	1	1	**2**
	PO	**Assistant Director Met Service**	1		**1**
	PO	**Chief Archaeologist**		1	**1**
	PO	**Principal Advisor Higher Level**	1	4	**5**
	PO	**Principal Auditor**	2	3	**5**
	PO	**Senior Adviser**	5	7	**12**
	PO	**Senior Assistant Fire Advisor**		2	**2**
	PO	**Senior Meteorologist**	4	4	**8**

Department of Housing, Local Government and Heritage Grade Profile at 20 June 2025					
	Grade Equiv.	Grade	Female	Male	Total
	PO	**Inspector & Scientific Advisor**		1	**1**
	AP	**Advisory Counsel Grade 3**	3	1	**4**
	AP	**Architectural Advisor**	4	3	**7**
	AP	**Architectural/Eng Inspector**	5	9	**14**
	AP	**Auditor Environment**	7	16	**23**
	AP	**Engineer Grade 2 Civil**		2	**2**
	AP	**Engineer Grade 2 Mech/Heating**		2	**2**
	AP	**Inspector Planning**	1		**1**
	AP	**Inspector Grade 1**	8	12	**20**
	AP	**Meteorologist**	33	38	**71**
	AP	**Principal Meteorological Officer**	7	21	**28**
	AP	**Quantity Surveyor Grade 1**		7	**7**
	AP	**Senior Archaeologist**	2	4	**6**
	AP	**Senior Architect**	4		**4**
	AP	**Supervising Housing Inspector**	1	1	**2**
	AP	**Wildlife Inspector Grade 1**	11	11	**22**
	AP	**Wildlife Inspector Grade 2**	13	25	**38**
	AP	**Senior Research Fellow**		2	**2**
	AO	**Archaeologist**	23	13	**36**
	AO	**Architect**	4	5	**9**
	AO	**Architectural Assistant Gr 1**		1	**1**
	AO	**Archivist**	2		**2**
	AO	**District Conservation Officer**	8	16	**24**
	AO	**Engineer Grade 3 Civil**	1	1	**2**
	AO	**Post-Doctoral Researcher**	6	5	**11**
	AO	**Senior Photographer**		1	**1**

Department of Housing, Local Government and Heritage Grade Profile at 20 June 2025					
	Grade Equiv.	Grade	Female	Male	Total
	AO	**Statistician**	1	1	**2**
	AO	**Survey Controller**		1	**1**
	AO	**Wildlife Inspector Grade 3**	18	24	**42**
	AO	**Assistant Agricultural Inspector**	1		**1**
	HEO	**Assistant Auditor Environment**	2	4	**6**
	HEO	**Senior Meteorological Officer**	26	45	**71**
	HEO	**GIS Officer**	1		**1**
	EO	**Conservation Ranger**	38	66	**104**
	EO	**Meteorological Officer**	14	39	**53**
	EO	**Trainee Auditor C&AG**	1		**1**
		Total	**260**	**400**	**660**
Industrial Grades		**Craft Chargehand**		2	**2**
		Craft Foreperson		4	**4**
		Craft Worker	3	4	**7**
		Foreperson Grade 1		1	**1**
		Foreperson Grade 3		3	**3**
		General Operative Grade 1		1	**1**
		General Operative Grade 2		73	**73**
		General Operative Grade 3	3	8	**11**
		Guide	50	27	**77**
		Guide Supervisor	4	1	**5**
		Storekeeper Clerk Grade 1	3	1	**4**
		Storekeeper Clerk In Charge	4		**4**
		Stores/Office Supervisor		1	**1**
		Total	**67**	**126**	**193**
		Grand Total	**878**	**946**	**1,824**

Appendix 2 – Gender Pay Gap Metrics 2022 - 2025

SNAPSHOT DATE

Snapshot date 2022	24 June 2022
Snapshot date 2023	23 June 2023
Snapshot date 2024	21 June 2024
Snapshot date 2024	20 June 2025

HEADCOUNT on snapshot date

	Fulltime Employees				Part-Time Employees				Total Employees				of whom are temporary			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Male	761	820	762	800	23	19	130	146	784	840	892	946	4	4	3	3
Female	645	714	649	695	92	87	172	183	737	801	821	878	4	6	6	6
TOTAL	**1,406**	**1,534**	**1,411**	**1,495**	**115**	**106**	**302**	**329**	**1,521**	**1,640**	**1,713**	**1,824**	**8**	**10**	**9**	**9**

Gender Pay Gap Metrics *[Regulations 7(1), 8(1), 9(1), 10(1)]*

	Gender Pay Gap in Hourly Remuneration									
		Mean					Median			
		2022	2023	2024	2025		2022	2023	2024	2025
All Employees	*R.7(1)(a)*	6.30%	5.04%	2.27%	3.51%	*R.8(1)(a)*	7.01%	7.41%	4.00%	3.87%
Part Time Employees	*R.7(1)(b)*	1.05%	-8.77%	-37.07%	-39.45%	*R.8(1)(b)*	3.73%	-3.22%	-32.67%	-26.84%
Temporary Workers	*R.7(1)(c)*	0.26%	-0.57%	4.92%	3.67%	*R.8(1)(c)*	1.86%	0.47%	5.34%	6.82%

	Gender Pay Gap in Bonus									
		Mean					Median			
		2022	2023	2024	2025		2022	2023	2024	2025
Bonus	*R.9(1)(a)*	N/A	N/A	N/A	N/A	*R.9(1)(b)*	N/A	N/A	N/A	N/A

		% of all Male					% of all Female			
		2022	2023	2024	2025		2022	2023	2024	2025
% in receipt of Bonus	*R.9(1)(c)*	N/A	N/A	N/A	N/A	*R.9(1)(c)*	N/A	N/A	N/A	N/A
% in receipt of Benefit in Kind	*R.9(1)(d)*	N/A	N/A	N/A	N/A	*R.9(1)(d)*	N/A	N/A	N/A	N/A

Pay Quartiles		% Male					% Female			
		2022	2023	2024	2025		2022	2023	2024	2025
Quartile 1 (the lower remuneration quartile pay band)	*R.10(1)(a)*	49.08%	51.09%	54.42%	53.29%	*R.10(1)(a)*	50.92%	48.91%	45.58%	46.71%
Quartile 2 (the lower middle remuneration quartile pay band)	*R.10(1)(b)*	45.97%	44.93%	44.96%	45.61%	*R.10(1)(b)*	54.03%	55.07%	55.04%	54.39%
Quartile 3 (the upper middle remuneration quartile pay band)	*R.10(1)(c)*	54.38%	53.20%	55.74%	54.17%	*R.10(1)(c)*	45.62%	46.80%	44.26%	45.83%
Quartile 4 (the upper remuneration quartile pay band)	*R.10(1)(d)*	56.88%	55.53%	53.15%	54.39%	*R.10(1)(d)*	43.12%	44.47%	46.85%	45.61%

gov.ie/housing

The Department of
Housing, Local Government and Heritage

Rialtas na hÉireann
Government of Ireland