



ComReg Gender Pay Gap Report 2024



An Coimisiún um
Rialáil Cumarsáide
Commission for
Communications Regulation

[ComReg.ie](https://www.comreg.ie)

1. Executive Summary

ComReg is the statutory body responsible for the regulation of the electronic communications sector (telecommunications, radio communications, broadcasting transmission and premium rate services) and the postal sector in Ireland. We have a wide range of responsibilities in telecommunications (or electronic communications services and networks as it is more accurately described), posts and spectrum management. We operate under Irish and EU legislation in these areas. We are responsible for facilitating competition, for protecting consumers and for encouraging innovation. Our role involves dealing with complex issues of law, economics and technology, and ensuring that our decisions are taken fairly and are clearly explained.

We are committed to an inclusive workplace culture providing opportunities for our staff to reach their full potential. We have policies and programmes, including the ComReg Respect Charter, focused on supporting our commitment to equity, diversity and inclusion for all our staff.

This is the first ComReg Gender Pay Gap report. Our reference date is the 30th of June 2024 for the purpose of this analysis. Our total headcount at that date was 163 public sector employees. At that date 41% of our staff were female.

The Gender Pay Gap Information Act requires employers to disclose the pay gap between male and female employees. The purpose of the report is to identify and analyse any gender pay gap between male and female employees.¹ By accurately and transparently reporting on any gender pay gap, we can analyse the reasons for the disparity and set out a plan to address any concerns.

Key findings

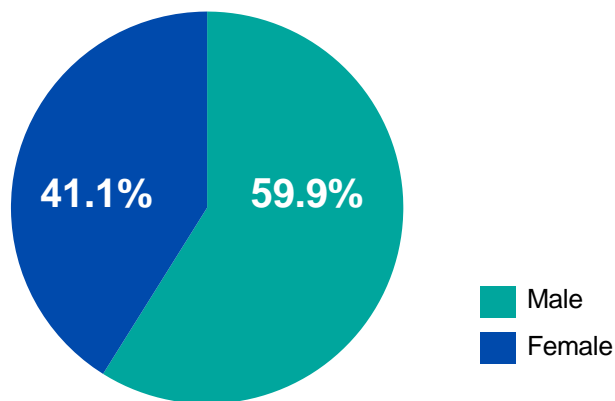
- ComReg's gender pay gap for all staff for 2024 is 11.7%, this means that women on average earned 11.7% less than men in the organisation in the period of July 2023 to June 2024.
- The gender pay gap for part time staff for 2024 is 21.8%, this means that women working part time earned on average 21.8% less than men working part time in the organisation in the period of July 2023 to June 2024.
- The mean and median for our staff is significantly impacted by the upper quartile of staff, there is an under-representation of women in the most senior roles in ComReg
- When we review the mean and median for staff excluding the upper quartile our Mean difference for All staff is less than 1%
- Where there are differentials between groups we are committed to exploring and addressing same

¹ It is important to state that this figure does not reflect like pay for like work as set out in the Equality acts, it is a calculation of the difference in the average hourly rate of pay between men and women for staff across the whole organisation.

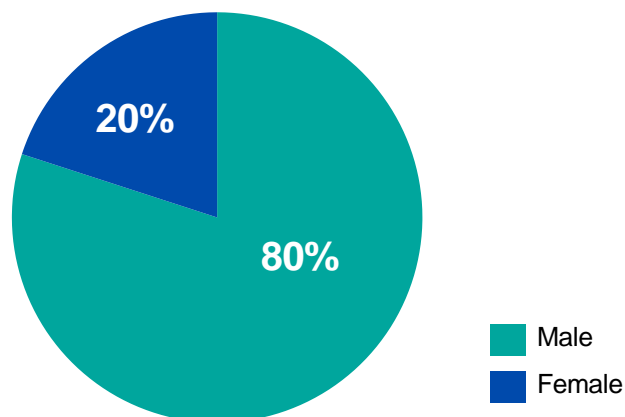
- A proportion of staff who were engaged prior to 31st December 2018 are contractually eligible for an annual performance related payment and for Private Health Insurance which is subject to BIK
- ComReg traditionally has low attrition resulting in an average tenure of over 10 years
- ComReg is committed to creating a welcoming and supportive environment for all our staff.

2. Employee Demographic Breakdown

ComReg Gender Representation (All Staff) 30th June 2024



ComReg Gender Representation (Part Time Staff) 30th June 2024



3. Overview of Results

In accordance with the requirements of the act, we have presented below the Mean and Median difference between the hourly pay of male and female employees. Where a figure is expressed as a negative value, the percentage is in favour of the female staff.

Performance Related Pay and BIK benefits are only applicable to staff hired before 31st December 2018. As of that date new staff were not eligible for the Performance Related Pay or BIK benefits.

2024 ComReg Pay Gap Report – Hourly Pay			
	Number of Staff	Mean	Median
All Staff	163	11.7%*	5.6%*
Part-time Staff	10	21.8%*	26.1%*

* This calculation is expressed as a % of the hourly remuneration of Male Employees

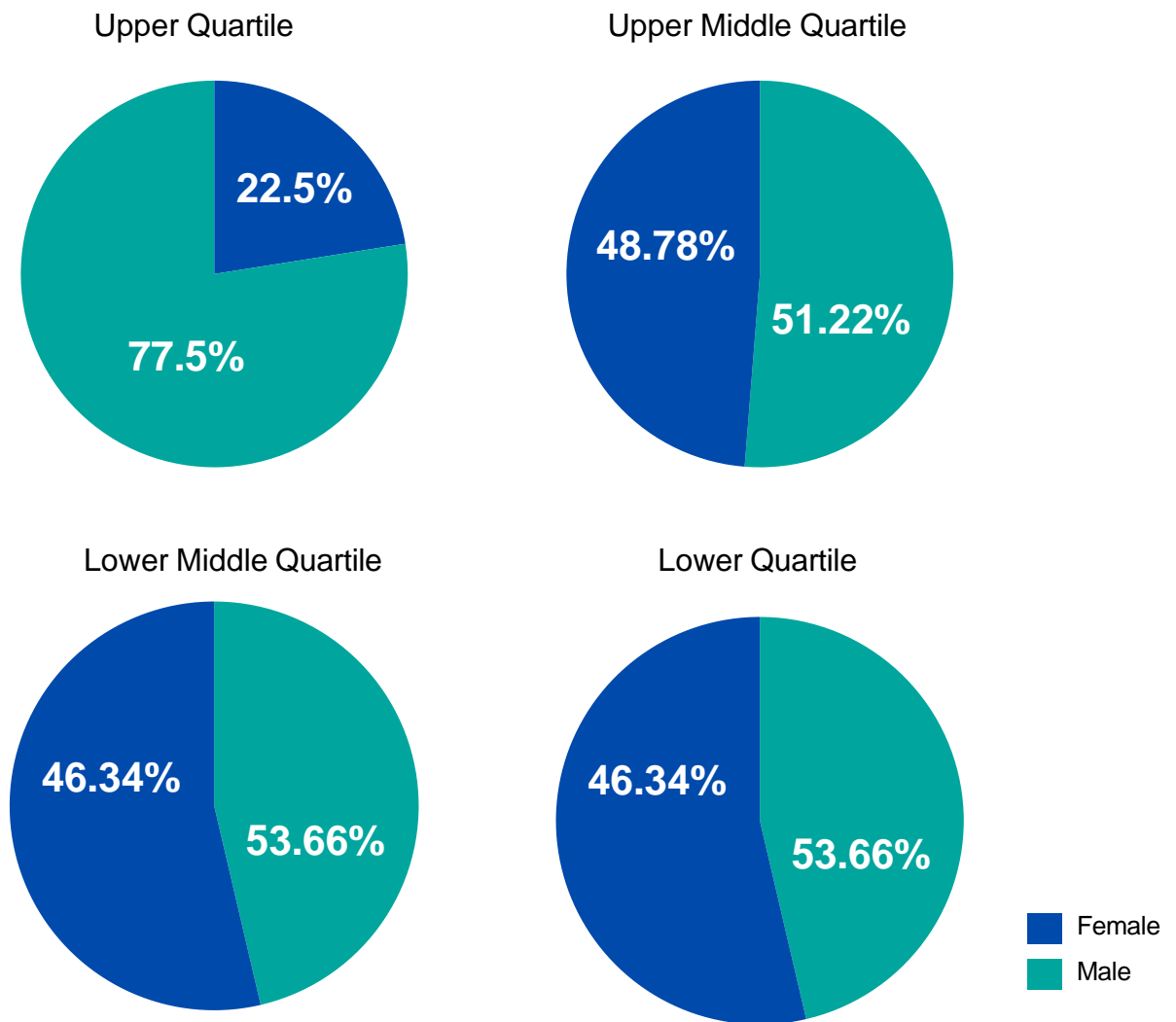
2024 ComReg Pay Gap Report – Performance Related Pay/BIK			
	Number of eligible staff	Proportion of all Male staff in receipt of	Proportion of all Female staff in receipt of
Performance Related Pay	106	56.9%	53.1%
BIK	106	54.9%	52.1%

2024 ComReg Pay Gap Report – Performance Related Pay			
	Number of Staff	Mean	Median
All Staff	106	29.6%	37.6%
Part-time Staff	10	51.9%	42.6%

4. Gender Representation by Quartile / Grade

We have broken down our report into quartiles to allow for more detailed insight and analysis of our pay gap. The lower quartile represents the employees who fall into the lowest 25% of pay in the organisation. The lower middle quartile represents the group above the lower quartile and below the median point. The upper middle quartile represents the group above the median but below the top 25% and finally the upper quartile represents the highest paid 25% of employees.

Proportion of Male and Female Employees in each pay quartile (%)



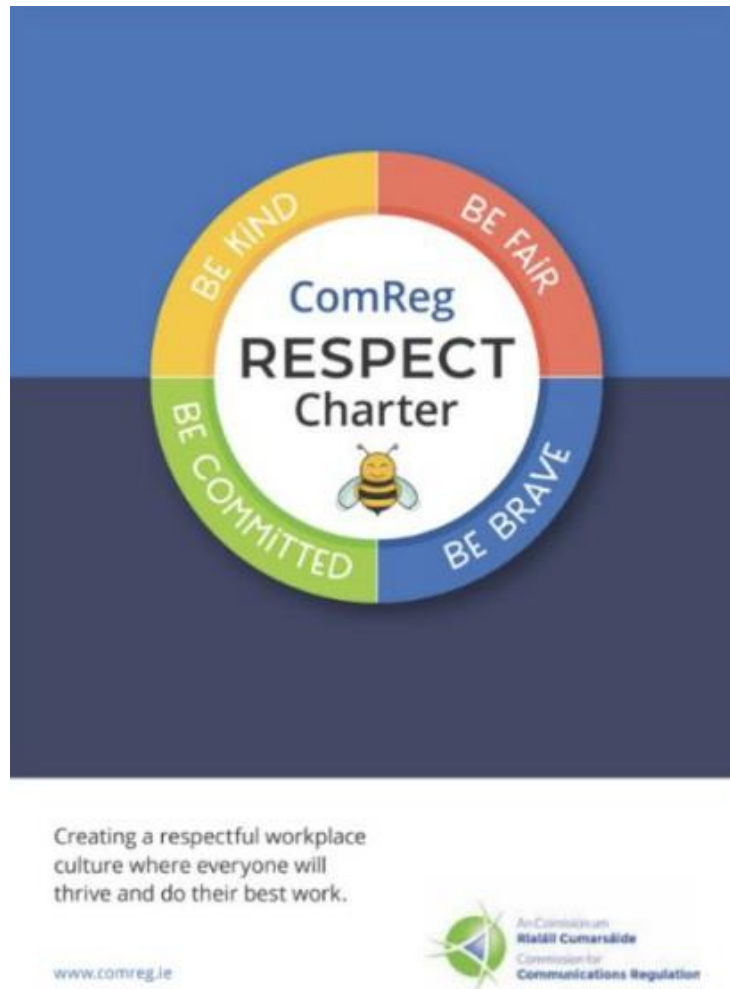
5. Analysis of ComReg's Gender Pay Gap

Our mean gender pay gap on the 30th of June 2024 is 11.7% indicating that on average male staff earned 11.7% more than female staff in the organisation. It is important to state that this figure does not reflect like pay for like work as set out in the Equality acts, it is a calculation of the difference in the average hourly rate of pay between men and women for staff across the whole organisation.

The median gender pay gap for this period was 5.6%, indicating that the hourly pay for the male at the middle of the range is 5.6% higher than the average hourly pay for the woman at the middle of the range.

The ratio of men to women in the upper quartile can impact significantly on the pay gap. ComReg hopes that as the ComReg workforce in the 3 lower quartiles, where there is greater parity, will continue to maintain parity as they progress upwards in the organisation and is focusing on seeking ways to promote and achieve this.

6. Promoting Equity and Inclusion in ComReg



[Download the ComReg Respect Charter.](#)

In 2020 we launched the ComReg Respect Charter, setting out the standards of behaviour and respect for all staff and establishing a strong foundation on which to build our EDI culture.

ComReg is committed to embracing diversity across the organisation and have continued to build on our EDI approach since the launch of the ComReg Respect Charter in 2020. The following initiatives took place during the period 1 July 2023 – 30 June 2024:

- We were delighted to welcome our new Commissioner Helen Dixon, who has championed our recent membership of the 30% club to help address the gender imbalance at senior leadership levels
- We actively celebrate International Women's day and International Men's day with engaging, interactive events bringing our staff together to discuss pertinent issues.

- The ComReg Graduate Program is a 2 year program focused on Graduates in the STEM field. Our graduate gender ratio is 1:1 and all graduates are provided with the opportunity to rotate across a number of divisions in the organisation and gain a varied and valuable learning experience.
- We are committed to updating our HR Policies to provide access to all statutory leave and promoting awareness of these policies to all our staff. We have updated our leave policies to include Domestic Violence Leave, changes to Parental Leave and the requirements of the Work Life Balance and Miscellaneous Provisions Act 2023 which benefit all staff.
- Our Blended Working policy allows for flexibility around home and on site working and we ensure staff are provided with the technology to facilitate a blended approach.
- We were delighted to successfully complete the Bronze level and Silver levels of Investors in Diversity in 2024 and are currently revising all of our relevant policies and procedures to reflect the feedback on this exercise. We recognise that this is an ongoing process and all staff have completed Diversity and Inclusion e-learning modules including challenging unconscious bias
- Our General Counsel has provided mentoring in Leadership for women through the Law Society for 8 years and we encourage ComReg staff to participate in this programme

7. Going Forward

In 2025 ComReg will be enhancing our Mentoring Program by engaging with the 30% Club Mentorship with the IMI, expanding mentoring outside of the organisation and focusing on future female leaders. We are developing a Leadership Academy providing access to leadership training for all staff at all grades expanding development opportunities.

We are reviewing our recruitment streams and processes actively seeking ways to increase diversity in our recruitment competitions. We are advertising our roles with Back to Work Connect, an organisation focused on providing opportunities for candidates who have had extended periods of leave to reengage with the workforce.

We are building on the successes of our EDI program in 2024 to pursue Gold Investors in Diversity accreditation which will include a full EDI review of all people policies.

Members of the HR team are upskilling to provide career coaching to staff, building on our Performance Development Process and providing access to upskilling and cross skilling for staff. The HR Team will also sponsor the establishment of the ComReg Women's network in 2025.