



Údarás um Fhorfheidhmiú Corparáideach  
Corporate Enforcement Authority

## Corporate Enforcement Authority

### Gender Pay Gap Report 2025

**Snapshot Date:** 30 June 2025

**Reporting Period:** 12-month period ending 30 June 2025

### Public Summary

This Gender Pay Gap Report explains how females and males are represented across the Corporate Enforcement Authority (CEA) and outlines the structural factors influencing gender pay outcomes within the organisation.

The CEA operates within nationally agreed public service pay scales, which apply equally to all staff within the same grade. Any gender pay gap within the Authority is therefore reflective of staff distribution across grades and roles rather than unequal pay.

### Foreword

The CEA is committed to promoting equity, diversity and inclusion. As a public sector employer, the CEA recognises the importance of transparency in pay and gender representation and publishes this Gender Pay Gap Report in line with the *Gender Pay Gap Information Act 2021*.

### 1. Introduction & Recruitment

The gender pay gap measures the difference between average hourly earnings of females and males across an organisation. It should not be confused with equal pay, which concerns pay differences for the same work.

Recruitment within the CEA is carried out in accordance with nationally agreed Civil Service recruitment principles and procedures. Campaigns are openly advertised, based on merit, and designed to provide equal access to opportunities for all candidates. Selection decisions are made through fair and transparent assessment processes overseen by the Public Appointments Service and/or the Commission for Public Service Appointments. Through these arrangements, the CEA seeks to attract a diverse pool of applicants and to support balanced representation across grades over time.

## 2. Workforce Profile

At the snapshot date of 30 June 2025, the CEA employed 62<sup>1</sup> staff, comprising 34 females (55%) and 28 males (45%), representing a broadly balanced workforce overall.

## 3. Gender Representation by Grade

Grade	Female	Male	Total
Authority Member(s)	0	1	1
Directors	4	3	7
Senior Forensic Accountants	0	7	7
Senior Legal Advisors	1	1	2
Senior Managers	5	1	6
Higher Executive Officers	3	4	7
Higher Legal Executives	2	0	2
Executive Officers	8	7	15
Clerical Officers	11	4	15
Total	34	28	62

## 4. Statutory Gender Pay Gap Metrics

The *Gender Pay Gap Information Act 2021* requires employers to publish specific metrics showing differences in pay between female and male employees. These metrics are based on gross hourly remuneration and are calculated using employee data at the snapshot date and over the reporting period.

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<sup>1</sup> Members of An Garda Síochána on secondment to the CEA are not employees of the CEA and are not, therefore, included in this report.

#### 4.1 Metrics Overview

<b>Metric</b>	<b>Result</b>
Mean hourly gender pay gap (all employees)	17%
Median hourly gender pay gap (all employees)	20%
Mean hourly gender pay gap (part-time employees)	* Not applicable
Median hourly gender pay gap (part-time employees)	*Not applicable
Mean hourly gender pay gap (temporary employees)	* Not applicable
Median hourly gender pay gap (temporary employees)	*Not applicable
Mean bonus gender pay gap	Not applicable
Median bonus gender pay gap	Not applicable
Percentage of employees receiving a bonus	Not applicable
Percentage of employees receiving benefits-in-kind	Not applicable

*\* Where the number of employees in a category is too small or consists of one gender only, the calculation of a gender pay gap is not statistically meaningful and is therefore reported as not applicable.*

#### 4.2 Understanding Our Pay Gap Metrics

Our statutory metrics show a mean hourly gender pay gap of 17% and a median hourly gender pay gap of 20%. Both figures are primarily driven by our current workforce demographics rather than pay disparities.

Specifically, the CEA has a higher concentration of male employees in senior leadership and specialised professional or legal roles (such as Senior Forensic Accountants), which sit on higher salary scales. Conversely, a larger proportion of female employees are currently positioned within lower-middle and administrative grades. Because the median represents the exact middle point of our workforce, the 20% figure reflects this structural distribution across our grading system.

*(Note: The CEA does not operate bonus payments or benefits-in-kind. Accordingly, all bonus-related metrics required by legislation are not applicable to our organisation and are omitted from this narrative for clarity.)*

### 4.3 Pay Quartile Distribution

In line with the legislation, employees are ranked by hourly remuneration and divided into four equal pay quartiles. The table below shows the proportion of female and male employees within each quartile.

Pay Quartile	Female (%)	Male (%)
Lower quartile	63%	37%
Lower-middle quartile	60%	40%
Upper-middle quartile	60%	40%
Upper quartile	37%	63%

### 4.4 Analysing the Distribution

This quartile breakdown clearly illustrates the structural drivers behind the CEA's overall gender pay gap. Women represent the majority of employees across the lower, lower-middle, and upper-middle pay bands (averaging roughly 61% across these three tiers). However, this trend reverses significantly in the upper quartile, the highest-earning 25% of the organisation, where men account for 63% of the workforce.

This concentration of male employees in the top tier, combined with a higher concentration of female employees in the lower and middle tiers, directly skews the overall average and median hourly pay figures. This data reinforces that our gender pay gap is a reflection of workforce distribution across different grades, rather than an equal pay issue.

## 5. Interpretation & Data Notes

### 5.1 Interpretation of Results

The gender pay gap is influenced by the distribution of female and male employees across grades, levels of seniority, and specialist roles within the organisation. Additionally, the small overall headcount of our workforce means that minor personnel movements can cause notable year-to-year variability in reported outcomes.

## 5.2 Data and Confidentiality

All data used in the preparation of this report has been aggregated and anonymised. The report does not identify individual employees and has been prepared in strict accordance with data protection requirements.

## 6. Actions to Address the Gender Pay Gap

The CEA is committed to promoting equity, fairness, and transparency in all aspects of employment. We recognise that gender pay gap outcomes arise due to the distribution of staff across grades, roles, and levels of seniority.

To address this demographic imbalance over time, the CEA will continue to:

- Monitor gender representation across grades and seniority levels.
- Support fair, open, and transparent recruitment and promotion processes.
- Encourage equal access to learning, development, and career progression opportunities.
- Facilitate flexible and blended working arrangements in line with Civil Service policy and business needs.

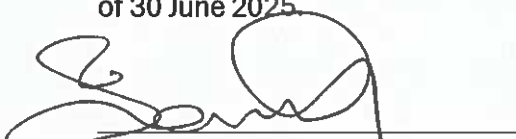
These actions support the Authority's objective of maintaining a balanced, inclusive workplace and addressing structural factors that influence the gender pay gap. The CEA will keep its approach under review and will continue to publish Gender Pay Gap information annually.

## 7. Conclusion

This report provides transparency on gender representation and the structural factors influencing gender pay outcomes within the CEA. The CEA will continue to monitor its workforce profile and publish Gender Pay Gap information annually in line with legislative requirements.

## Signed Statement

I confirm that this Gender Pay Gap Report has been prepared in accordance with the *Gender Pay Gap Information Act 2021* and is based on data available at the snapshot date of 30 June 2025.



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Ian Drennan  
Chairperson  
Corporate Enforcement Authority

Date: 17/6/26