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Oifig an Ard-Reachtaire Cuntas agus Ciste
Office of the Comptroller and Auditor General

2026

Gender Pay Gap Report

www.audit.gov.ie

Introduction

In line with Government legislation, the *Gender Pay Gap Information Act 2021* and the *Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2024*, the Office of the Comptroller and Auditor General (Office) presents its 2026 Gender Pay Gap Report. The information in this report has been prepared in accordance with the principles laid out in the *Gender Pay Gap Information Act 2021*, which requires organisations to report on their gender pay gap.

The report provides gender pay gap statistics for the Office for the reporting period 5 June 2025 to 4 June 2026, for those staff members employed at the snapshot date 4 June 2026.

Gender balance

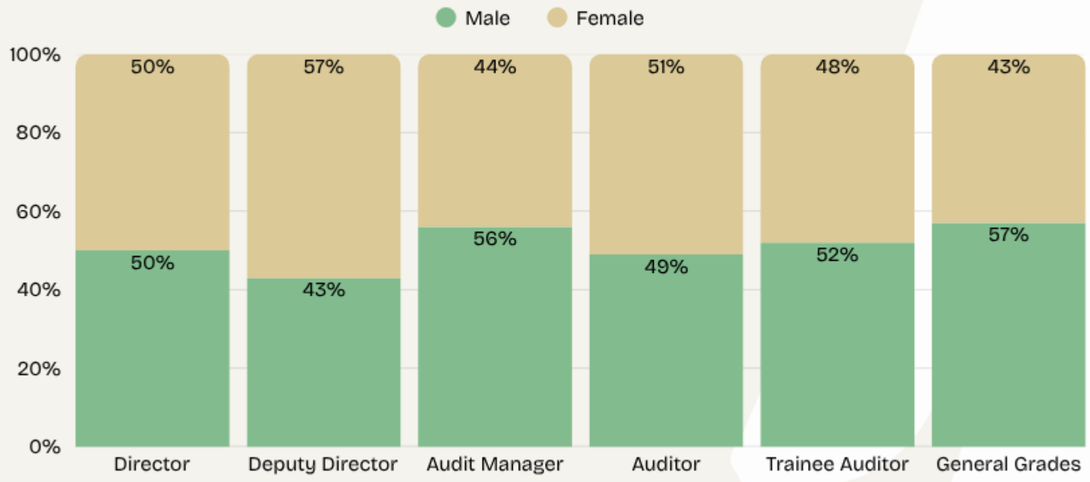
The graph shows the gender breakdown at each of the main grades in the Office at the snapshot date. All promotions are on foot of competitive processes.

All staff, regardless of gender, are remunerated on the basis of incremental salary scales for each grade. There are no bonus payments. Any gender pay gap results from differences in grade and length of service of each employee.

On average across all grades for the twelve-month period to 4 June 2026, female employees were paid 1.0% more per contracted hour than male employees (for the twelve-month period to 6 June 2025, female employees were paid 2.0% more). This represents an insignificant statistical difference and compares favourably to the most recent Eurostat gender pay gap figures, which reported that women were paid 11.1% less than men.

On 4 June 2026, 7% of female employees were working under reduced-hours contracts. 2% of male employees were working on reduced-hours contracts.

Overall there is a **48:52** ratio of female to male employees as at 4 June 2026. At **Management Board level**, the female to male ratio is **56:44**



Gender Pay Gap

No.	Gender pay gap reporting requirements	Male	Female	Difference
1	The difference between the **mean hourly remuneration** of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender.	**€38.60**	**€38.97**	**-1.0%**
2	The difference between the **median hourly remuneration** of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender.	**€36.74**	**€36.00**	**2.0%**
3	The difference between the **mean bonus remuneration** of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender.	**€0**	**€0**	**0.0%**
4	The difference between the **median bonus remuneration** of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender.	**€0**	**€0**	**0.0%**
5	The difference between the **mean hourly remuneration of part-time employees** of the male gender and that of **part-time** employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender.	**€38.92**	**€39.48**	**-1.4%**
6	The difference between the **median hourly remuneration of part-time employees** of the male gender and that of **part-time** employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender.	**€40.01**	**€37.99**	**5.1%**

No.	Gender pay gap requirements	Male	Female	Difference
7	The percentage of all employees of the male gender who were **paid bonus remuneration** and the percentage of all employees of the female gender who were paid such remuneration.	**0%**	**0%**	
8	The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.	**55%**	**62%**	
9	The difference between the **mean hourly remuneration** of employees of the male gender on **temporary contracts** and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender.	**€17.17**	**€17.19**	**-0.1%**
10	The difference between the **median hourly remuneration** of employees of the male gender on **temporary contracts** and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender.;	**€17.16**	**€17.19**	**-0.2%**
11	The respective percentages of all employees who fall within each of			
	(i) the lower remuneration quartile pay band,	**54%**	**46%**	
	(ii) the lower middle remuneration quartile pay band,	**46%**	**54%**	
	(iii) the upper middle remuneration quartile pay band, or	**58%**	**42%**	
	(iv) the upper remuneration quartile pay band,	**50%**	**50%**	
	who are of the male gender and who are of the female gender.			

No.	Gender pay gap requirements	
12	The relevant employer must also publish a report setting out—	
	(i) in the employer's opinion, the reasons for such differences in that employer's case, and	In the Civil Service, pay rates for each grade are outlined in published pay scales that apply to all employees. As such, the gender pay gap results from differences in the proportion and length of service of male and female employees at each grade.
	(ii) the measures (if any) being taken, or proposed to be taken, by the employer to eliminate or reduce such differences in that employer's case.	The Office provides all employees with equal opportunities for recognition, career development, advancement, and flexible working. To reduce or eliminate the gender pay gap, the Office will continue to • publish our gender pay gap annually, • ensure pay scales are accessible to employees, • maintain a best practice approach to merit-based recruitment and promotion, and • support career development and progression of all employees.

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