



Tithe an
Oireachtais
Houses of the
Oireachtas

Gender Pay Gap Report 2025

30 November 2025



Contents

Foreword by the Secretary General	2
Introduction	3
Overview of the Houses of the Oireachtas Service gender pay gap analysis	3
Management Board	5
Reasons for the gender pay gap.....	6
Current initiatives to promote equality and inclusion.....	6
Houses of the Oireachtas Service Inclusion Plan.....	7
Conclusion	8
Appendix	9

Foreword by the Secretary General

It is my pleasure to present the 2025 gender pay gap report for the Houses of the Oireachtas Service (“the Service”).

The Service is the public service body (comprising civil service and state industrial staff) which provides administrative services to the Houses of the Oireachtas and their Members. The role of the Service is to provide professional advice, services, supports and facilities to the whole parliamentary community.

The Service has chosen 30 June as its annual snapshot date. The mean gender pay gap for the Service for the period 01 July 2024 to 30 June 2025 is 0.23%, and the median figure, for the same period is -3.1%. When we look at full-time staff, we see that the mean gender pay gap is 2.04% and the median gender pay gap is 0.09%, and for part-time staff the mean gender pay gap is -41.81% and the median gender pay gap is -78.66%.

This year, the Service launched our Strategic Plan for 2025–2027. At its core is the recognition that our staff & community are the foundation of an effective, excellence-driven parliament — a truly People-Focused Parliament. This Gender Pay Gap Report demonstrates how we continue to be committed to promoting a values-driven culture, enhancing the diversity and inclusion of the Houses of the Oireachtas Service as a workplace of choice.



Elaine Gunn

Elaine Gunn
Clerk of the Dáil and Secretary General

Introduction

This is the fourth gender pay gap report published by the Houses of the Oireachtas Service (“the Service”). The Service is made up of civil service and state industrial staff. The reporting period is 01 July 2024 to 30 June 2025.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes basic pay, allowances and overtime.

A gender pay gap that is positive indicates that, on average across the employed population, females are in a less favourable position than men and a gender pay gap that is negative indicates that, on average, males are in a less favourable position than females.

Overview of the Houses of the Oireachtas Service gender pay gap analysis

The gender pay gap analysis and profile is based on annualised ordinary pay of Houses of the Oireachtas Service staff from 01 July 2024 to 30 June 2025. The mean gender pay gap for the Service for the period is 0.23%, and the median figure, for the same period is -3.1%.

The mean and median gaps and pay per quartile are calculated separately for full-time and part-time staff.

The gender pay gap for the Houses of the Oireachtas is broken down as follows:

Staff type	Number of Staff	Mean	Median
Full-time Staff	694	-2.04%	-0.09%
Part-time Staff	65	-41.81%	-78.66%

How was the mean gender pay gap calculated?

The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and adding them up for males and females respectively. The difference between the mean pay for male and female staff was calculated and expressed as a percentage of men’s mean pay.

How was the median gender pay gap calculated?

The median gender pay gap was calculated by converting all male and female salaries to hourly rates and listing from the highest to lowest paid respectively. The difference between the median hourly rate of males and females was expressed as a percentage of men’s median pay.

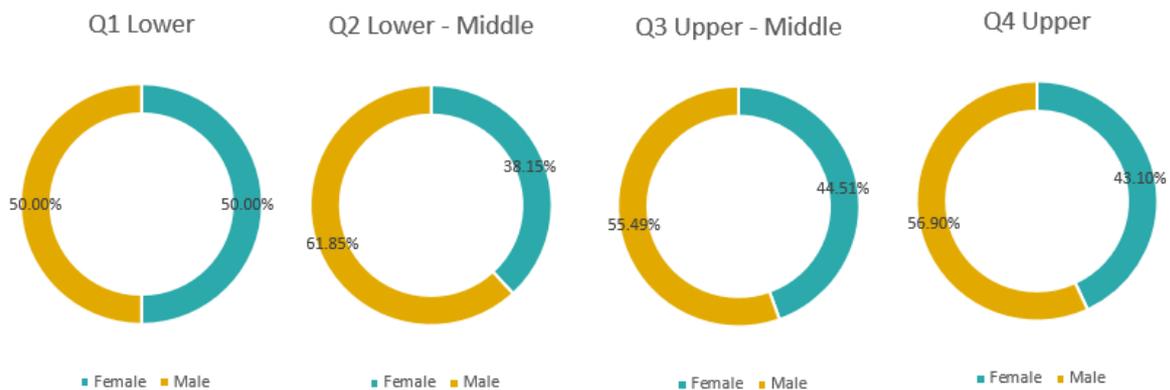


Figure 1: Full-time Staff – Percentage of Males and Females by Quartile



Figure 2: Part-time Staff – Percentage of Males and Females by Quartile

Pay per quartile was calculated as the percentage of male and female staff in four equal sized groups based on their hourly pay.

How the data was calculated

Since 2022, the Houses of the Oireachtas Service has been gathering data on the gender of its staff, provided on a voluntary basis. On 30 June 2025, the Houses of the Oireachtas Service employed 774 staff (civil service and state industrial staff), 759 of whom expressed their gender preference, and the breakdown is as follows:

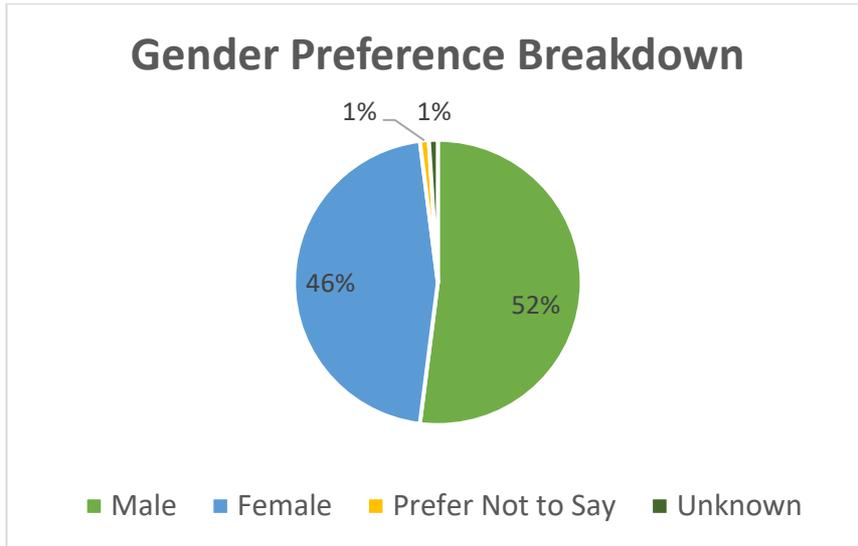


Figure 3: Gender preference breakdown by percentage

In this report, we are publishing statistics in respect of 774 staff, of which 694 are full-time staff (389, 56% are male and 305, 44% are female), and 65 part-time staff (13, 20% and 52, 80% are female).

The relevant employee population has increased from 730 in 2024 to 759 in 2025.

During the reporting period, no staff were in receipt of a bonus or of benefit in kind.

Management Board

Our Management Board had, on 30 June 2025, 10 members, comprising five males and five females. Of the nine executive members 5 are female and 4 are male. The non-executive member is male.



Management Board

Reasons for the gender pay gap

- The gender profile at any given time is highly correlated with, and impacted by, the timing and impact of staff movement through new hires, internal moves, promotions, mobility, and retirements.
- While this is only our fourth report, we will analyse data year on year to identify variances and emerging trends. As our gender data is gathered on a voluntary basis, the information is not fully reflective of our total civil service and state industrial staff. However, a sample size of 759 from a population of 774 provides us with a confidence level of approximately 98% in results.

Current initiatives to promote equality and inclusion

The following initiatives took place during 2025:

- We expanded the EDI team by introducing the Job Coach role — the first of its kind in the civil service. The Job Coach provides personalised coaching and holistic workplace support, with a particular focus on staff with disabilities.
- We continued to roll out a training package to all staff covering areas of Equality and Inclusion, including Autism Awareness Training.
- We delivered a series of Inclusion Training Programmes and events in collaboration with colleagues in Northern Ireland, Scotland, Wales and Westminster Parliaments, including sessions on Women's Health, Men's Mental Health, Identity and Belonging and Introduction to Job Coaching Process and Practice.
- We rolled out a pilot year-long Staff Mentoring Programme, promoting Equality and Inclusion for all.
- We continued to promote our 'Right to Disconnect' policy to encourage best practice around staff wellbeing, working hours and the use of technology through our induction training programme.
- The Equality Diversity and Inclusion Team (EDI) built on the successful collaborative partnership with the Training & Development Unit to deliver the New Staff Induction Training Day, whereby all staff are introduced to the EDI team and the Disability Liaison Officer (DLO) & Job Coach roles.
- We continued to promote our internal networks across staff grades.

- We continued to demonstrate our commitment to following best practice to ensure Leinster House is an autism-friendly parliament.

Houses of the Oireachtas Service Inclusion Plan

Specific Gender Equality Actions

- We will continue to promote and encourage staff to avail of family friendly working opportunities.
- We will continue to encourage staff to become involved in the reporting of gender identity within the Houses of the Oireachtas Service.
- We will continue to work towards improving the representation of all staff in the organisation through our broader inclusion agenda.
- We will promote the Civil Service Women's Network.
- We will continue to scope out options for developing a new staff Women's Group.
- We will develop customised diversity and inclusion training and deliver it to the parliamentary community.
- We will identify and promote specific training opportunities for women.
- We will promote the Menopause Policy of the Service.
- We will promote a checklist and standards for use of gender inclusive language and plain English.

Conclusion

The Houses of the Oireachtas Service strives to be an inclusive workplace and an employer of choice. Throughout 2026, and with our new Organisational Strategy we will continue to reinforce our culture of dignity, respect and inclusion, by embedding our family friendly and flexible working policies and practices. In addition, we will develop specific and targeted initiatives to assist us in attracting and retaining a diverse workforce into the Service.

We will also continue to fulfil our commitments under the Public Sector Equality and Human Rights Duty, the Civil Service Renewal 2030 Strategy 'Building Our Strengths', and the Better Public Services-Public Service Transformation 2023 Strategy.

Appendix: Houses of the Oireachtas Gender Pay Gap Statistics 2023 and 2024

Gender Pay Gap 2024

Staff type	Number of Staff	Mean	Median
Full-time Staff	672	1.06%	-1.03%
Part-time Staff	58	-70.71%	-72.34%

Gender Pay Gap 2023

Staff type	Number of Staff	Mean	Median
Full-time Staff	528	-4.09%	-7.95%
Part-time Staff	31	-18.41%	-29.70%