Oifig an Stiúrthóra Ionchúiseamh Poiblí
Office of the Director of Public Prosecutions



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Gender Pay Gap Report 2026

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Gender Pay Gap Report 2026

Introduction

The Director of Public Prosecutions Office (ODPP) recognises the importance of gender balance and diversity across our organisation and is committed to fostering an equal, inclusive and diverse workforce.

The Gender Pay Gap Information Act 2021 established the legislative basis for Gender Pay Gap reporting in Ireland. Regulations under the Act came into operation on 31 May 2022. All organisations with more than 50 staff are legally required to report annually on their gender pay gap. The ODPP is committed not only to meeting its statutory reporting obligations, but also to using gender pay gap reporting as an opportunity to support transparency, promote equality and inform our ongoing approach to building a diverse and inclusive workforce.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly rate of pay between female and male employees within an organisation. The gender pay gap considers the pay of all employees across the organisation based on their gender. A positive gender pay gap indicates that, on average, male employees have a higher hourly rate of pay than female employees. Conversely, a negative gender pay gap indicates that, on average, female employees have a higher hourly rate of pay than male employees.

Snapshot Date

The last weekly and fortnightly pay period in June 2026 was selected as the snapshot period for Gender Pay Gap reporting. This was week 25 of 2026, with a snapshot date of 19 June 2026. The latest submission date for the Gender Pay Gap report is the corresponding date in November 2026. The data in the Gender Pay Gap report for 2026 is based solely on data from the payroll system from payroll period of Week 26 of 2025 to payroll period Week 25 of 2026.

Headcount snapshot in June 2026

Headcount	Full-time employees	%	Part-time employees	%	Total	%	Of whom are temporary
Female	141	57%	55	92%	196	64%	2
Male	106	43%	5	8%	111	36%	1
Total	**247**		**60**		**307**		**3**

Gender Pay Gap Analysis

This report provides the summary Gender Pay Gap information for the relevant reporting period. It presents two key metrics: the Average (Mean) Gender Pay Gap % and the Median Gender Pay Gap %. The report sets out the total number of males and females included in the analysis, together with the associated pay and total hours worked, including overtime. For the purposes of the analysis, an individual hourly rate is calculated for each employee by dividing the total remuneration paid during the reporting period by the total number of hours worked, including overtime. These individual hourly rates form the basis for calculating the Mean and Median Gender Pay Gap percentages.

The **Average (Mean) Gender Pay Gap** measures the difference between the average hourly rate paid to male employees and the average hourly rate paid to female employees expressed as a percentage of the average hourly rate paid to male employees. The mean gender pay gap for the Office indicates that, on average, men are paid 5.35% higher than women.

The **Median Gender Pay Gap** represents the difference between the median hourly rate paid to male employees and that of female employees, expressed as a percentage of the median hourly rate paid to male employees. The median gender pay gap for the Office is 2.16%.

Gender	No. of employees	Hourly Rate	Mean % difference	Median % difference
Female	196	44.71		
Male	111	47.24		
Total	**307**	**45.63**	**5.35%**	**2.16%**

The **Hourly Rate Quartile Analysis** report shows the employee hourly rate broken down into quartiles. The key item to review is how gender distribution across each individual quartile compares to the overall gender distribution.

- *Quartile 1*: the first 25% of staff received from €17.20 to €27.37 per hour.
- *Quartile 2*: the next 25% of staff received from €27.38 to €45.23 per hour.
- *Quartile 3:* the next 25% of staff received from €45.53 to €60.57 per hour.
- *Quartile 4*: the final 25% of staff received from €61.21 to €143.78 per hour.

Conclusion

The Gender Pay Gap Report highlights that it exists with the mean level (average) the gap favours males by 5.35% and at median level favours males at 2.16%. As a Civil Service Office, pay is set centrally and does not discriminate by gender. The gender distribution across the four pay quartiles demonstrates strong female representation throughout the Office, with female employees representing a greater proportion of employees than male employees in each quartile. This indicates that female representation is evident across the full range of pay levels within the organisation, including the upper pay quartiles. At the time of this report the gender balance in ODPP was 64% female and 36% male. Female employees account for 92% of all part-time workers within the Office, compared with 8% who are male. A key factor contributing to the pay disparity is that a higher proportion of female employees opt to avail of work life balance schemes, such as Parental leave, Parents leave, Shorter Working Year and Worksharing. All these schemes are unpaid which in turn impacts the overall female earnings and hours worked during the reporting period.

Actions to address Gender Pay Gap

The ODPP is an inclusive and progressive employer that is responsive to the needs and preferences of its workforce through its employment policies and practices. The Office provides all employees with equal opportunities for recognition, career development and promotions equality, diversity and inclusion initiatives. The Office continues to promote Civil Service family friendly policies for male and female employees. Our recruitment and promotion competitions are in line with Code of Practice for Appointments to Positions in the Civil and Public Service set out by the Commission for Public Service Appointments (CPSA).

Appendix 1

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021.

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

Gender gap in Hourly Remuneration				
	Mean	**%**	**Median**	**%**
All Employees	R.7(1)(a)	5.35	R.8(1)(a)	2.16
Part-time Employees	R.7(1)(b)	8.50	R.8(1)(b)	17.73
Temporary Employees	R7(1)(c)	N/A	R.8(1)(c)	N/A

Gender gap in Bonus/ Benefit in kind				
	Mean	**%**	**Median**	**%**
Bonus	R.9(1)(a)	N/A	R.9(1)(b)	N/A
% 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	**% Female**	**% Male**
Quartile 1	65.79%	34.21%
Quartile 2	62.82%	37.18%
Quartile 3	69.74%	30.26%
Quartile 4	57.14%	42.86%

Gender Pay Gap Information Report [Regulation 6]	
Does the information specified in the metrics above show differences relating to remuneration that are referable to gender? *[Y/N]*	Y
Is a statement included setting out, in the employer's opinion, the reasons for the differences relating to remuneration that are referable to gender in that relevant employer's case? *[Y/N]*	Y
Is a statement included setting out the measures (if any) being taken, or proposed to be taken to eliminate or reduce such differences? *[Y/N]*	Y