

# Living real change

An Post Gender Pay Gap Report 2023

**We are delighted to share that for a third consecutive year we have achieved a zero gender pay gap. These results demonstrate that our continued focus on gender equality is making a long-lasting impact on An Post.**

## Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes; basic pay, allowances, overtime and performance-related bonuses. This year we are delighted to confirm we have achieved a zero hourly mean pay gap, as well as a zero hourly median pay gap.

## An Post 2023 Gender Pay Gap

	2021	2022	2023
Mean	-0.16%	-.86%	<b>-3.80%</b>
Median	3.75%	.49%	<b>-.20%</b>

While we have a zero gender pay gap, women are now paid slightly more than men at An Post.

### Photo - left to right:

David McRedmond, CEO. Pauline Barry, Retail Clerk, St. Andrew Street Post Office, Dublin 2. Dorcas Olagbemi, Procurement Officer, Exo Building. Alanna Lawlor, Postal Operative, Dublin 13.

"I am very proud of our collective efforts in maintaining a zero gender pay gap for a third year, and for our overall progress on the wider Diversity and Inclusion agenda. Thank you to all An Post colleagues for their support."

David McRedmond  
CEO



# Female representation

Over the last five years we've continued to move the dial on gender representation.



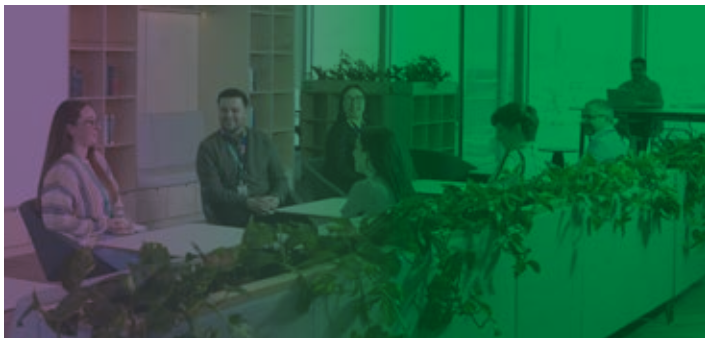
## Senior Management

Representation on our Senior Management group has increased year on year by 2% to reach 43%.

↑ 2%



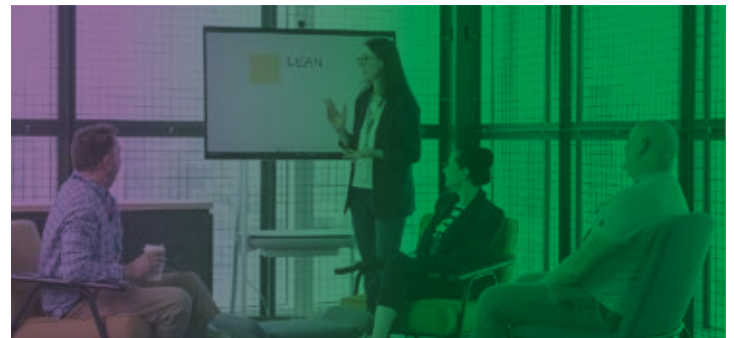
2019 Female	2020 Female	2021 Female	2022 Female	2023 Female
33%	35%	34%	41%	<b>43%</b>



## New Joiners

We have seen a 7% increase in the number of women who joined An Post in 2023 compared to the previous year.

↑ 7%



## Promotions

In addition, the number of women promoted in 2023 has also risen by 7% compared to the previous year.

↑ 7%



## Postal collection and delivery

The number of women in postal collection and delivery has improved by 1% year on year.

↑ 1%



An Post	2021 Female	2021 Male	2022 Female	2022 Male	2023 Female	2023 Male
Postal Operatives	13%	87%	13%	87%	<b>14%</b>	<b>86%</b>
An Post Management Group	36%	64%	37%	63%	<b>37%</b>	<b>63%</b>



2023 was about taking action on the feedback we received from both our 2022 inclusion survey and a survey of women across An Post, which we shared in our 2022 gender pay gap report.



**The key actions sit across 4 pillars and include:**

## 1. Access to opportunities

We developed a **new Recruitment & Selection policy**, reinforcing our commitment to fairness and equality of opportunity.

We re-developed our **careers page** to encourage more diverse candidates to apply for roles in An Post.

Our **inclusion statement** was refreshed recognising the 9 areas of discrimination, now visible in all our job advertisements.

A third of operations managers in our commerce business completed **inclusive recruitment training** in 2023 (another third of hiring managers also attended interviewer training).

We initiated a new partnership with **Back to Work Connect** to widen our female talent pool.

**Recruitment process for frontline postal** sorting, collection and delivery staff has been re-designed, with implementation to commence in Q3 2024.

## 2. Inclusive working environment

**Disability Inclusion and Reasonable Accommodation policies** were developed in conjunction with our union partners and training provided to 180 frontline managers.

**Reasonable Accommodation passport** launched in our Retail and Corporate business units.

**New Equality, Diversity and Inclusion policy** developed in conjunction with our union partners to reinforce our commitment to EDI.

**We launched our Respect Everyone campaign** across An Post, outlining behaviours we encourage and behaviours we don't tolerate.



## Our 4 pillars continued

### 3. Promoting health and wellbeing



We partnered with **Family Carers Ireland** to support staff who have caring responsibilities at home, these are primarily women.

We committed to the **See Change workplace pledge** with close to 300 people attending stigma reduction workshops to date, and 40 staff volunteers supporting the development of a mental health support policy.

We introduced our **menopause toolkit** which includes a menopause charter, policy, training video and manager guide, in conjunction with the Menopause Hub and our group of unions.

Our **wellbeing commitment guide** was issued by our CPO during Wellbeing week 2023. We have seen a 7% increase overall in the usage of our Employee Assistance Programme in the last 2 years.

### 4. Developing our people



**Our Career Development Support Framework** was introduced in September this year, with 340 staff attending information sessions from across An Post.

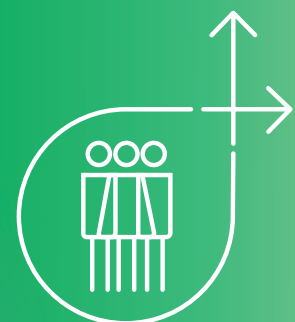
Greater promotion of our **Education Support scheme** in 2023 has resulted in double the amount of people seeking support compared to 2022.

450 participants engaged in the **An Post Green Institute Leadership** development programmes in 2023.

**We will measure the impact of these actions as we engage our people through our next inclusion survey in April 2024.**

**“We all have a role to play in advancing inclusion and belonging in An Post.”**

Eleanor Nash **CPO**





## Appendix: 2023 Gender Pay Gap information Act 2021 Reporting Requirements (Snapshot date 3 June 2023)

Gender pay gap requirements	Percentage
1. Mean hourly gender pay gap (All)	-3.80 %
2. Mean hourly gender pay gap (Part-Time)	-11.43%
3. Mean hourly gender pay gap (Temporary contract)	-5.44%
4. Median hourly gender pay gap (All)	-0.20%
5. Median hourly gender pay gap (Part-Time)	-6.68%
6. Median hourly gender pay gap (Temporary contract)	7.50%
7. Mean hourly <b>performance related bonus</b> gender pay gap (All)	6.69%
<p>The current difference is equivalent to a monetary amount of €291 and can be attributed to a higher percentage of men receiving a higher performance rating and so receiving a higher performance related bonus than women in some business areas <b>on this occasion</b>.</p>	
8. Median hourly <b>performance related bonus</b> gender pay Gap (All)	10.51%
<p>The current bonus gap is equivalent to an average annual monetary difference of €325 and this is attributed to a higher percentage of men receiving a higher performance rating within our Performance Management Development process. The result of this is a slightly higher overall bonus amount than women in some areas of our organisation. In other areas we have the opposite where women have a higher average performance-related bonus in comparison to their male colleagues.</p>	
9. Percentage of employees per gender to receive a <b>performance related bonus</b> remuneration	6.36% (M) 11.74% (F)
10. Percentage of employees per gender to receive benefit-in kind	0.30% (M) 0.27% (F)
11. Percentage of employees within lower remuneration quartile	69% (M) 31% (F)
12. Percentage of employees within lower middle remuneration quartile	83% (M) 17% (F)
13. Percentage of employees within upper middle remuneration quartile	83% (M) 17% (F)
14. Percentage of employees within upper remuneration quartile	68% (M) 32%(F)