

# MARA

An tÚdarás Rialála Limistéir Mhulri  
Maritime Area Regulatory Authority

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# Gender Pay Gap Report 2025



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## **1. Introduction**

This is the first Gender Pay Gap Report published by the Maritime Area Regulatory Authority (MARA). As a public service body staffed by civil servants, the renumeration for all MARA employees is aligned to Civil Service pay scales. This provides for equal pay for the same work irrespective of gender, with incremental progression based on satisfactory performance and years of service. Pay scales are set centrally by the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, while starting pay on appointment is determined in-line with government pay policy. Further information regarding pay scales and conditions of appointment are available at [www.gov.ie](http://www.gov.ie)

## **2. About the Maritime Area Regulatory Authority**

### **2.1. MARA's Purpose**

MARA is an independent regulatory authority under the aegis of the Department of Climate, Energy and the Environment (DCEE) with a critical role in the new streamlined system for regulation of the maritime area. Led day-to-day, by a Chief Executive Officer, Laura Brien, with oversight from a Governance Board and an organisational structure spanning six Directorates. MARA seeks to ensure the orderly, timely, proper and sustainable management of the maritime area in a way which protects the public interest.

### **2.2. MARA's Values**

As an organisation MARA strives daily to embody the values outlined in our statement of strategy. The embodiment of these values includes an active commitment towards fostering an inclusive and equitable workplace. A workplace where all staff act with integrity, where positive collaboration abounds, and employees are empowered to act confidently in innovative and creative ways to deliver upon our collective responsibilities.

### 3. Gender Pay Gap Reporting

#### ***What is the gender pay gap?***

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the Maritime Area Regulatory Authority are paid equally for work that is the same or similar or for work of equal value, therefore this report does not examine equal pay.

#### ***Why must an organisation report?***

The Gender Pay Gap Information Act 2021 came into effect on 31<sup>st</sup> of May 2022 and amended the Employment Equality Act 1998 to require employers who meet certain thresholds to report on and publish information relating to the pay of their employees, with reference to their gender, and to determine any gender pay gap.

#### ***Who must report?***

The Act applies to employers in both the public sector and private sector, who employ not less than the minimum number of employees on the relevant date. Gender pay gap reporting was introduced on a phased basis, commencing in 2022 for those employers who employed 250 or more employees. For 2025, the reporting obligations apply to employers who employed 50 or more employees on the relevant date. MARA, reflective of a period of organisational growth, is now required to publish a gender pay gap report for 2025.

All persons employed by a relevant employer, on a snapshot date, including employees not rostered to the work on that date, are included in the data used to underpin the report. Mean and Median Figures are also given separately for part-time and temporary employees, where applicable.

#### ***When is MARA's snapshot date?***

MARA's snapshot date is the 20<sup>th</sup> of June 2025. The report that follows is reflective of staff employed by the Maritime Area Regulatory Authority on this date and the reporting period is the 12 months immediately preceding this date.

### **Where will the report be published?**

Employers are required to publish their gender pay gap report within 6 months of the date chosen as the ‘snapshot date’. MARA’s publication deadline is 20<sup>th</sup> of December 2025 and this report will be published and accessible to both employees and the public at [www.maritimeregulator.ie](http://www.maritimeregulator.ie)

## **4. Agency Profile**

### **4.1. Employee Summary**

On the ‘snapshot date’, the Maritime Area Regulatory Authority had 55 employees, 65% of whom were female. There is a strong representation of females across all grades which is reflective of MARA’s commitment to equality, diversity, and inclusion.

*Table 1. Staff profile*

Headcount	Full-time	Part-time
Female	36	0
Male	19	0
<b>Total</b>	<b>55</b>	<b>0</b>

MARA recruits staff using a range of recruitment channels, including through the Public Appointments Service (publicjobs) which manages recruitment for the Civil Service, via the Civil Service Mobility Scheme, through internal competition, and by direct recruitment under its own recruitment licence. Each competition, whether run by publicjobs or MARA under its own recruitment licence, is managed in compliance with the Code of Practice for Appointment to Positions in the Civil Service and Public Service published by the Commission for Public Service Appointments. All appointment processes are merit-based and underpinned by the principles of fairness and equality, the code of practice lays an expectation that equality, diversity and inclusion form part of all decisions and process related to a competition and that due regard is given to equality and inclusion at each stage of any selection process.

## 4.2. Gender Profile for Administrative and Professional and Technical Grades

The gender distribution between females and males during the reporting period shows a higher proportion of females represented across the organisation, with 65% of employees identifying as female. The table below provides the gender distribution by Civil Service grade/salary scale. During the reporting period, the executive management team of MARA displayed a 50/50 gender balance being composed of the CEO, at Assistant Secretary level, and five Directors at Principal Officer level. The senior management team of Assistant Principal Officers and their technical counterparts at Engineer Grade I and II, shows strong female representation, with 76% female against 24% male. At the middle management grades of Higher Executive Officer and Administrative Officer the gender breakdown is 66.7% in favour of males. Finally, the general administrative grades of Executive Officer and Clerical Officer show a representation of females at 74%.

Table 2. Gender Profile by Grade

Headcount	Female	Male
Assistant Secretary	1	0
Principal	2	3
Assistant Principal	9	1
Higher Executive Officer & Administrative Officer	3	6
Executive Officer	11	5
Clerical Officer	6	1
Engineer Grade I	3	2
Engineer Grade II	1	1
<b>Total</b>	<b>36</b>	<b>19</b>

## 5. Gender Pay Gap Analysis<sup>1</sup>

### 5.1. Mean Gender Pay Gap

The mean is what is typically understood as the average value. It is the sum of all the numbers in a data set divided by the number of numbers. A measure of central tendency, the mean gives an indication of the mid-point of a dataset but is subject to distortion in respect of pay gap by atypically high or low salaries. The mean gender pay gap is derived from the difference between the average hourly rate paid to males and the average hourly rate paid to females expressed as a percentage of the average hourly rate paid to males.

Table 3. Mean Hourly Pay Gap

	No. of Employees	Avg. Hourly Rate	Gender Pay Gap
Female	36	€34.82	
Male	19	€37.89	
<b>Mean Gender Pay Gap</b>		€3.06	<b>8.09%</b>

### 5.2. Median Gender Pay Gap

The median is sometimes considered a better representation of the general pay gap in an organisation, and it is less likely to be distorted by an unusually large or small value. The median is the middle point of a list of numbers. The median gender pay gap is the difference between the median hourly rate paid to males and the median hourly rate paid to females expressed as a percentage of the median hourly rate paid to males.

Table 4 Median Hourly Pay Gap

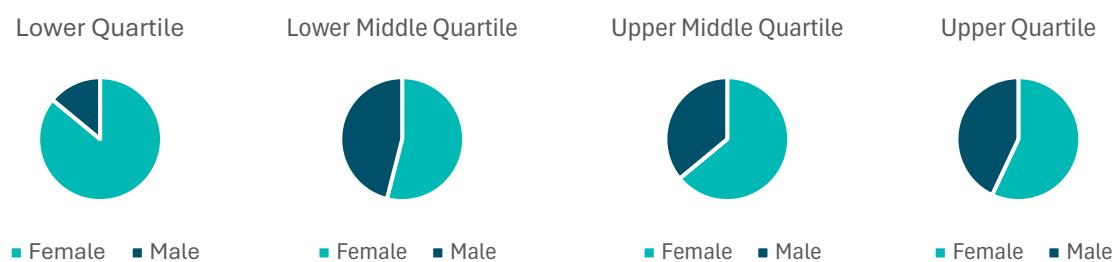
	No. of Employees	Median Hourly Rate	Gender Pay Gap
Female	36	€31.32	
Male	19	€33.57	
<b>Median Hourly Gender Pay Gap</b>		€2.25	<b>6.70%</b>

<sup>1</sup> During the reporting period all MARA employees were full-time and permanent. As a result, there are no data to report on part-time employees. Employees on secondment, career break and long-term sick leave are not included in the analysis

## 5.3. Pay Quartiles

To gain a more detailed insight into pay differences and dispersion between females and males, all employees are sorted in terms of their pay and divided into quartiles i.e the level of pay under which the first 25% of employees fall is quartile 1 in the diagram below.

Figure 1: Percentage of Male and Female Staff by Quartile



This data is further illustrated in the table below, reflecting a relative overrepresentation of females in the lower quartile.

Table 5. Distribution of Genders Across Pay Quartiles

	Female	Male	Female	Male
Lower Quartile	12	2	86%	14%
Lower Middle Quartile	7	6	54%	46%
Upper Middle Quartile	9	5	64%	36%
Upper Quartile	8	6	57%	43%

## 5.4. Bonus Payments and Benefit-in-kind

No MARA employees were in receipt of bonus payments or benefits-in-kind during the reporting period.

## 6. Gender Pay Gap Statement

As of the ‘snapshot’ date MARA’s mean gender pay gap was 8.09%, indicating that, on average, female employees earn €3.06 less than male employees when considered on an hourly basis. An analysis of the gender distribution of hourly rate of pay across quartiles shows that females are overrepresented in the lower quartile, this is reflected in the percentage of staff at Clerical Officer grade within MARA and broadly reflective of a Civil Service wide trend at this grade<sup>2</sup>. At this entry point to the Civil Service, recruitment is undertaken by the Public Appointments Service and MARA does not have an active role in the selection process.

## 7. Recruitment and Selection

MARA, reflective of the broader Civil Service is an equal opportunity employer, committed to fostering a culture of equality. Equal opportunities are actively promoted through open and transparent recruitment and selection processes. All MARA’s interview boards are gender balanced and receive the appropriate training to uphold these values. MARA’s careers website references the many family-friendly and flexible work options open to our employees and MARA supports those with parental and other responsibilities in creating the work environment which best supports and sustains their life irrespective of gender.

## 8. Data

### 8.1. Data Source

This report has been compiled with the assistance of the National Shared Services Office (NSSO). The data were supplied by the NSSO’s human resource management system which facilitates the calculations required in order to give effect to the reporting requirements set out in the Gender Pay Gap Information Act 2021. To verify the information provided by the NSSO, a comparison check was completed again the employee records within MARA.

### 8.2. Data Protection

All data used for producing this report was processed by staff who would have access to the data as part of their daily duties within the Human Resources Unit. All statistics provided in this report are combined and any narrative commentary is articulated in such a way as to not identify individuals.

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<sup>2</sup> Economic Social and Research Institute (2020) ‘Gender Balance at Work’ available [here](#)