International Post Corporation

An Post Reports Zero Gender Pay Gap for a second year

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An Post has become the first major employer in Ireland to report a Zero Gender Pay Gap for the second year in a row. An Post marked this milestone with the launch of a new video featuring entrepreneur and equality advocate Sonya Lennon, getting under the bonnet of An Postâ€™s operations to hear the experience of women and men across the business. This video can be viewed here

Since 2019, the company, which employees over 9,000 employees, has achieved significant progress in balancing representation across the business. There is a 50:50 balance on their Management Board and female representation in the Senior Management Group has increased from 33% to 41%, up by 7% from 2021. However, gender representation among postal sorting, collection and delivery operations staff is at 13% female compared to 87% male. Outlined in this year's report, An Post has committed to replicating their success of gender representation at the front line of their business with a clear strategy to re-design the recruitment process for postal operative (sorting and delivery) staff. This plan will actively recruit diverse talent with:

Targeted advertising campaigns
Revision of the company's inclusion statement on job ads
Training of operational managers on inclusive recruitment.

Source: An Post