International Post Corporation

An Post reports Zero Gender Pay Gap for Fourth Year in a Row

14-01-2025

For the fourth year in a row, An Post has become the first major employer in Ireland to report a Zero Gender Pay Gap, reflecting its ongoing commitment to equity and inclusion. Since 2019, An Post, which employs over 9,000 people, has achieved significant progress in balancing gender representation across the business. The 2024 Report shows a Mean hourly gender pay gap of -2.8% in favour of females with a Median hourly gender pay gap of 0.7%.

An Post's Gender Pay Gap Report 2024 details steady progress in female representation at all levels in the organisation. The Senior Management Group increased female representation by over one third (38%) from 34% to 47% since 2021. Similarly, female representation within its general Management Group grew from 36% in 2021 to 40% in 2024. Amongst Postal Operatives (Delivery and Sorting staff), a traditionally heavily male-dominated role, female representation has risen incrementally from 13% in 2021 to 15% in 2024.

Speaking on the Report, Eleanor Nash, Chief People Officer, An Post comments, "I am delighted to see our continued progress on equality for all in An Post, this is testament to our commitment to make big moves to achieve great results."

Big Moves in 2025

In the 2024 report, An Post outlined four key pillars to improve the representation of women and strengthen the company's wider Diversion, Equity & Inclusion strategy. Within those pillars, An Post introduced a new best in class applicant tracking system for recruitment to provide greater visibility of the diverse candidates being attracting to roles. Following An Post's second Inclusion Survey and feedback from company-wide focus groups, a new two-year DEI strategy has been launched.

Also referenced in the 2024 Report is the launch of the An Post Mental Health Support Policy and Line Manager Discussion Guide, developed in conjunction with An Post's union partners. At the outset, An Post unveiled the 'Elephant in the Room', a movement to give people permission and comfort in talking openly about their mental health. 'Misneach' meaning 'courage', as staff named the elephant, visits An Post locations nationwide to reinforce the commitment to supporting employees' mental health.

Also in 2024, An Post proudly launched the An Post Institute, a world-class learning and development framework supporting employees across every part of An Post, to upskill and build capabilities for the future, particularly in digital skills, data analytics, commercial acumen and operational efficiency, enabling them to grow in their careers.

Spotlight on Jade and Beatrice

The 2024 report spotlights two participants of the Aspire Female Talent Acceleration Programme which launched in 2021, who have been recently promoted to new roles in An Post's Letters & Parcels business. So far, 125 women have taken part in Aspire, which is specifically designed to develop and strengthen the female talent pipeline within An Post, supporting women to progress in their careers.

Jade Molloy, who started as a Postal Operative in March 2019 and is now a Delivery Services Manager, comments, "The Aspire Programme gave me the confidence to apply for the role I wanted since I began my journey in An Post. The knowledge and confidence that I gained from the course are second to none. This is a company where there is always room to progress in the direction you want and the tools to help you do so, just ask!"

Beatrice Olteanu who started as a Postal Operative in May 2021 and is now a Working Leader in the Delivery business, adds, "My progress in An Post is partly due to hard work, and partly due to the great people I've met along my path – people that encouraged me, saw potential in me, and guided me in the right direction. All the courses that I took part in helped build my self-confidence, and applying all the techniques that I've learned helped me to progress and grow."

The postal operative role in sorting and delivery is traditionally heavily male-dominated, with a high retention and low turnover rate. Moving the gender dial in this cohort with vacancies arising only sporadically as people retire or are promoted across the country takes time but An Post is committed to making steady progress.

Celebrating women, community reach

2024 saw the launch of the St Brigid's Day Stamps which celebrate both Brigid the Saint and Brigid the Goddess and An Post marked International Women's Day 2024 by celebrating the Power of Women Storytellers to be a voice for women in society.
David McRedmond, CEO, An Post said "These results demonstrate our steadfast commitment to equality. We firmly believe that increasing female representation is driving significant positive change within An Post enhancing our innovation, collaboration and overall success."

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