



# Transport Infrastructure Ireland Gender Pay Gap Reporting (GPG) 2024

## What is the Gender Pay Gap?

- Gender Pay Gap is the difference in the average gross hourly pay of women compared with men in a particular organisation expressed as a percentage of men's pay.
- The Gender Pay Gap captures whether women are represented evenly across an organisation.
- This should not be confused with Equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

## The legal requirements

**The Gender Pay Gap Information Act 2021** (and related Regulations) set out the statutory basis for Gender Pay Gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace.

Some of the key core obligations:

- Employers with 250+ employees
- "Snapshot date" in June 2024
- Report publication in December 2024

**Employers will be required to report on the gender differences in respect of the:**

- Mean and median hourly pay for full time, part-time and temporary employees
- Mean and median bonus pay
- Percentage of employees who have received a bonus and/or a benefit in kind
- Setting out the number of men and women across four quartile pay bands
- The report must explain the reason for the employer's Gender Pay Gap and what measures are proposed or being taken to reduce or eliminate any gender pay gap.



## Gender Pay Gap reporting explained

### Measuring the gap

To generate the Gender Pay Gap report, we look at all roles and all rates of pay across TII.

**Mean gender pay gap:** all salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a % of men's pay.

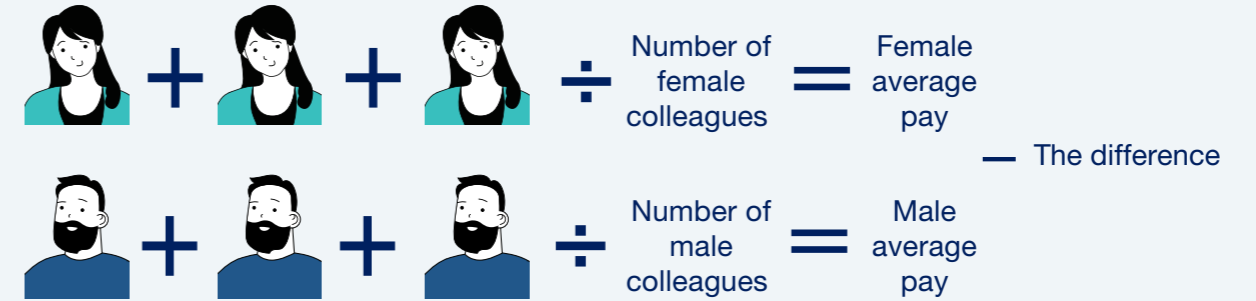
**Median gender pay gap:** all male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a % of men's median pay.

**Pay per quartile:** the percentage of male and female employees in four equal sized groups of employees based on their hourly pay.

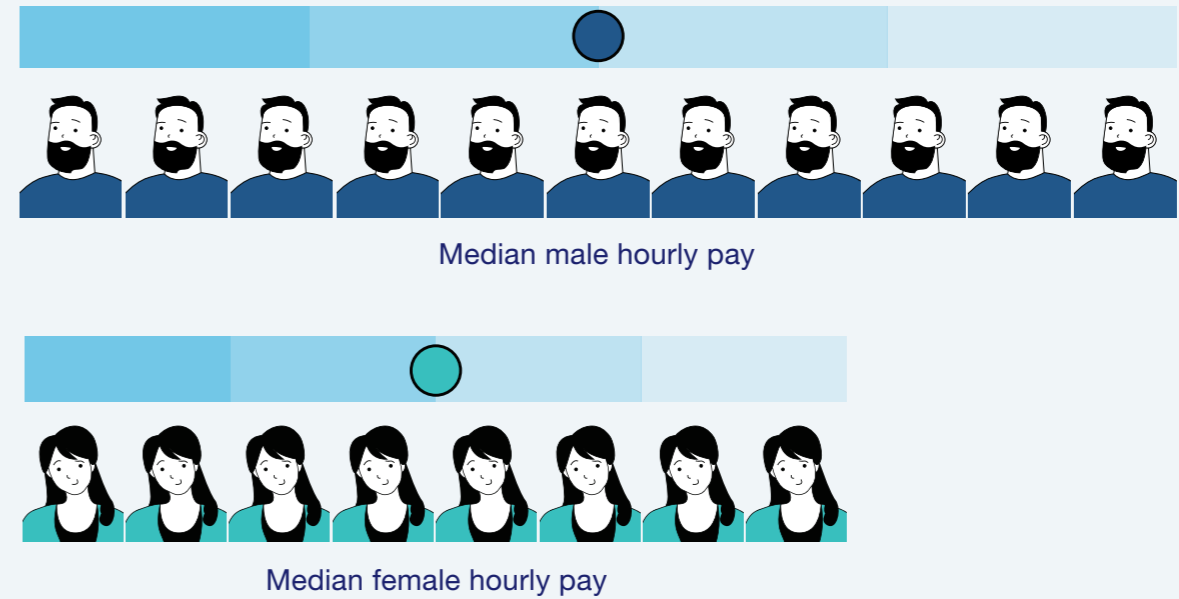
### Generating the report

The reporting period is from 12th June 2023 to 16th June 2024. The snapshot date of the pay data for all colleagues employed on the 16th June 2024 was used.

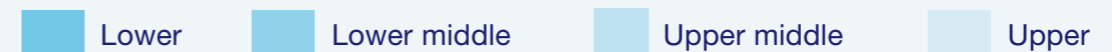
### How we measure the mean gender pay gap



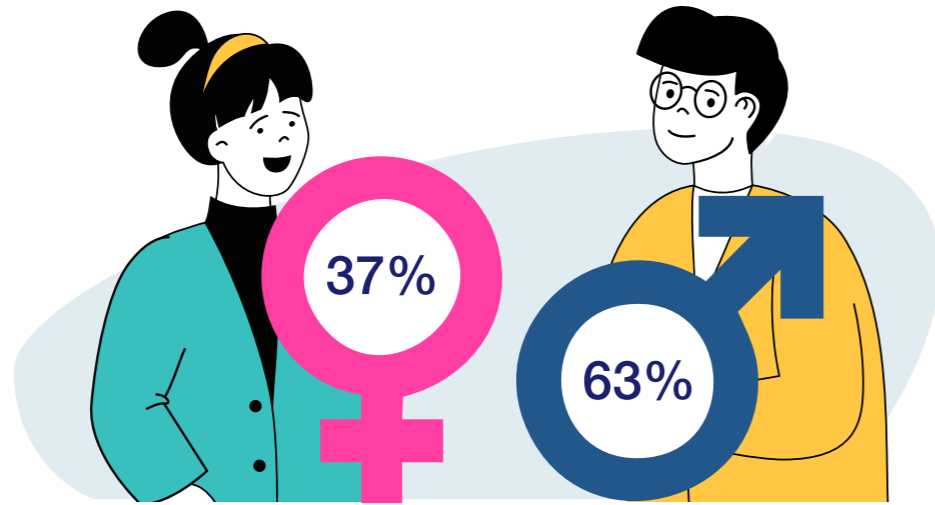
### How we measure the median gender pay gap



### Quartiles



## TII's pay gap

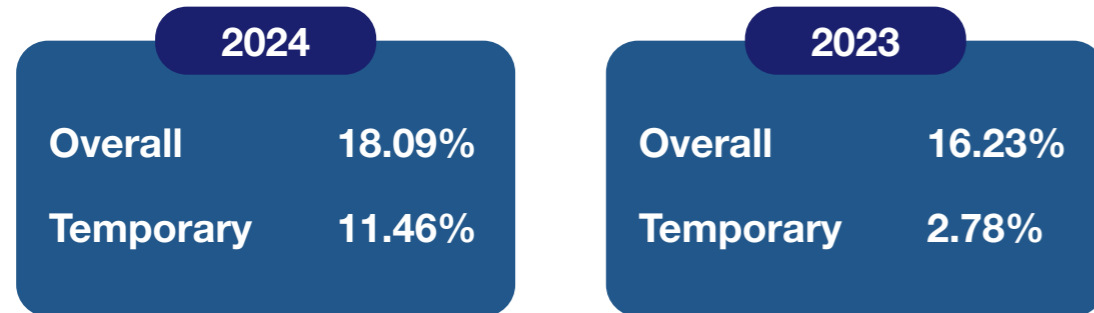


At the snapshot date of the 16th of June 2024, TII had 295 employees across Ireland. This was made up of 37% (110) females and 63% (185) males.

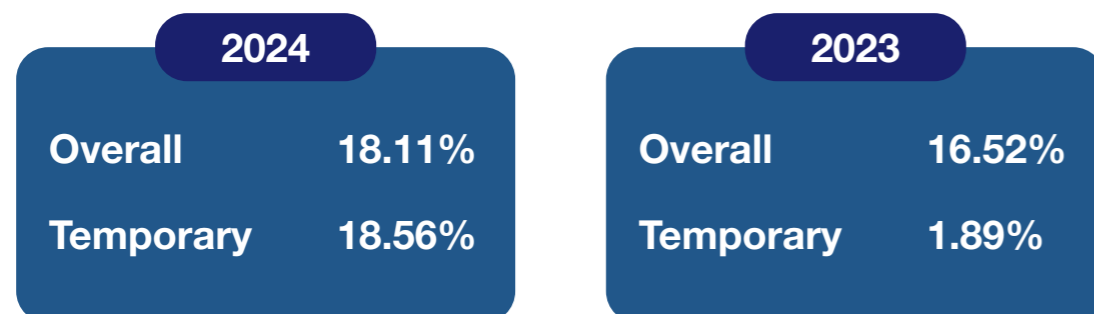
TII's Gender Pay Gap results show that, on average, females in TII earn **18.09%** less than males in our permanent workforce and **11.46%** less in our temporary workforce. The median salary for females is **18.11%** lower when compared to males for our permanent workforce and **18.56%** lower for our temporary workforce.

The mean and median **bonus pay gap** and the percentage of staff receiving bonuses by gender, is **not applicable** to TII as TII does not have a bonus scheme. There are also no male part-time employees which does not allow us to draw comparisons.

### Gender pay gap mean



### Gender pay gap median

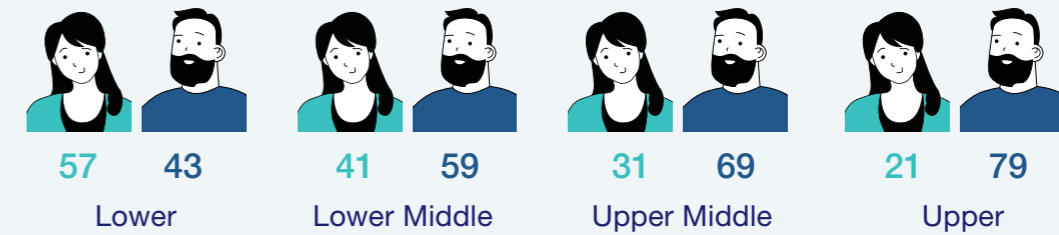


## Salary quartiles 2024

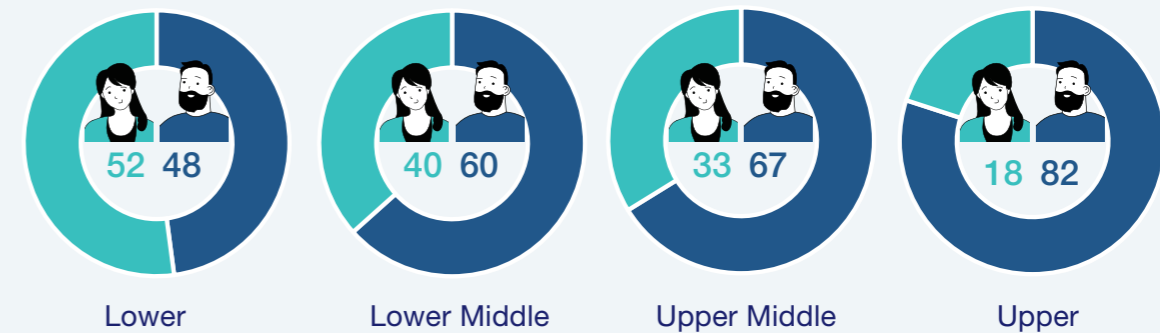
Looking at the salary quartiles by gender, there are almost the same amount of males and females in the lower quartile. There are however, significantly more males in the **Upper (79%)** and **Upper Middle (69%)** quartile. This means that there are more males earning higher salaries than females.

**1.08%** of TII's male population received a Benefit in Kind (BIK) compared to no females receiving a BIK.

### Quartiles 2024



### Quartiles 2023



## Our organisational context

TII operates in the Rail and Roads Engineering industry which is largely dominated by males. According to a recent Engineers Ireland report\*, less than 25% of the 120,000-plus people working in STEM-related professions in Ireland are women. Many female engineers have serious concerns regarding promotion to senior levels and pay; for example, male engineers are almost twice as likely to work in senior management compared to female engineers.

Engineers' Ireland also reported\*\* there has been an average 3% increase in female students at second level education taking up STEM subjects over the past 5 years. Despite the public feeling that gender is not an issue in relation to career opportunities available, third level education shows a limited gender balance in engineering courses. 18% of engineering graduates are women and this figure has been steady for the last four years.

As an employer in this sector, we recognise that more needs to be done to achieve a more gender balanced sector where more females are trained, hired and retained in the sector. TII need to be part of the solution which means that we will continue to improve our strategies, policies and procedures to ensure that we contribute to a more diverse and inclusive environment.

## Why do we have a gap?

Given TII's organisational context, the Gender Pay Gap can be attributed to:

- Significantly lower levels of female participation in technical and engineering roles (out of 96 registered engineers in TII, only 16 are female)
- Higher number of males in senior management and senior technical roles across all disciplines
- More women in administrative and lower paying roles

It is important to note that even though there is a pay gap at TII, this does not mean that men and women are paid unequally. Paying an individual less than a colleague for the same job, purely on account of their gender, is prohibited under equality legislation. All employees are aligned to pay grades which provide for **equal pay for equal work irrespective of gender**, in line with the Employment Equality Act of 1998-2015. Paying our staff members fairly and equitably relative to their grade, experience, skills and performance is a fundamental principle of TII's approach to determining pay.

\*Gender imbalance in engineering – a report - Engineers Ireland (2023)

\*\* Engineering 2023: A barometer of the profession in Ireland



## What we already do to promote an inclusive workplace

We understand the importance of having a diverse workforce and the resulting benefits such as improved decision making, innovation, problem solving, talent attraction and retention, increased employee satisfaction and much more. TII provides the following in an effort to create a more inclusive environment:



### Our benefit package

- Equal pay for similar roles
- Transparent Salary scales publicly available
- Annual Increment salary progression
- Attractive Pension Schemes
- Paid sick leave
- Dignity at Work Policy
- Confidential Health Checks
- EAP
- Taxsaver employer
- Healthcare Benefits include: VDU Assessments, Confidential Health Checks, Wellbeing Programme, Annual Flu Vaccination



### Flexible working arrangements

- Blended Working Arrangements facilitating a better Work/Life Balance
- Flexi time (Available for certain grades)
- Part-time hours available
- Shorter Working Year
- Career Break
- Family friendly Employer offering a number of Supports for both female and male employees including: Paid maternity and adoptive leave, Paid Paternity Leave, Paid Parents Leave, Parental Leave, Breastfeeding Breaks, Carers Leave, Force Majeure etc.



### Talent development

- Learning & Development Strategy
- Mentoring Programme
- Third Level Advance of Fees
- Training in Unconscious Bias
- Interview Skills Training
- Senior Leadership Programme
- Elevating Women In Leadership Programme



### EDI strategy

- EDI Policy
- Menopause Policy
- Line Management Training in Supporting women in Menopause
- Disability Awareness Training
- TII is a member of the IMI 30% club which looks to increase gender diversity on boards and senior management teams.
- Reasonable Accommodation available to support staff with ill health or disabilities
- Ongoing review of policies to ensure EDI best practice including Recruitment & Selection Policy, EDI Policy and Learning & Development Policy.



### Support societal change

- Research on women's mobility choices to support the gender data gap in the design of future transport solutions.
- Working with Engineers Ireland on the "Steps Programme" to be part of their mission to encourage and educate the future generations of engineers in all communities across Ireland.

## Our action plan

Our actions to date show that we are serious about positive change. There is more to do and our journey is underway. Looking ahead, we will take the following long and short term actions in an attempt to close the Gender Pay Gap at TII and work towards a more inclusive and diverse working environment.



### Our equity, diversity and inclusion strategy

Our ambition is to be a thriving organisation demonstrating equitable and inclusive practices and systems, energised by the contribution of a network of diverse employees and stakeholders. We will continue to further develop our Equity, Diversity and Inclusion Programme and the accompanying actions and work towards creating a more inclusive and diverse working environment for all our staff.



### Recruitment & retention strategy

We will continue to review our Recruitment and Retention strategy to identify how we can attract more women and a broader diversity of talent into TII and retain and develop their careers in TII. In pursuance of this aim, we will further examine our current policies and practices and identify how they can be enhanced to make TII more accessible to and supportive of all staff.



### Talent management and succession planning

We will continue to enhance our approach to talent management and succession planning to include a focus on the diversity of our talent pipeline. In order to support the professional development of all our staff, TII will continue to offer a comprehensive range of learning & development opportunities including targeted training to provide further support to women and their professional development such as access to mentoring opportunities and leadership training programmes.



### Employee engagement & culture

We will continue to investigate gender differences in employee experience in our Employee Engagement Surveys and our wider engagement initiatives. This data will guide us to develop an action plan to address any problem areas, capitalise on the things we are already doing well and seek to engage with gender specific issues such as menopause. We will continue to work towards building a positive, inclusive culture in TII and facilitate the improvement of our organisational delivery, performance, and attractiveness of our organisation as a place of work.





