

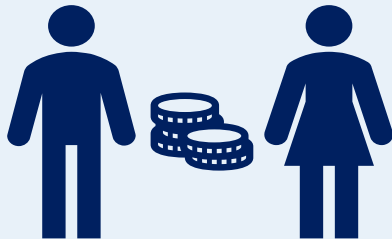


TII Gender Pay Gap Reporting (GPG) 2022



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 2022
- Report publication in December 2022

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.

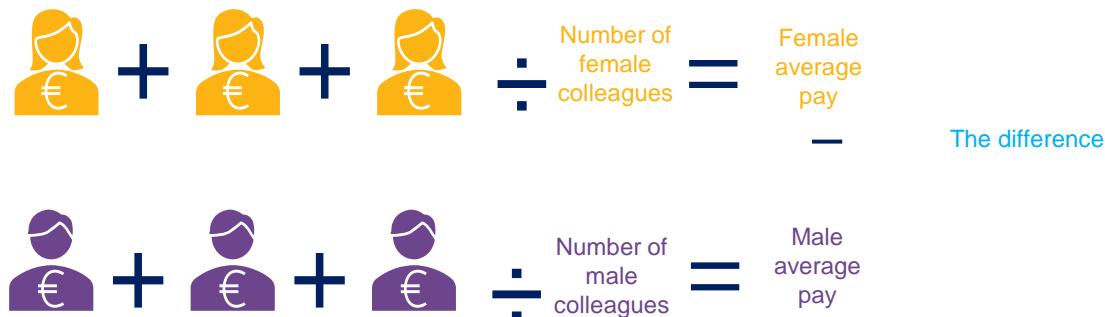
Median gender pay gap: all male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a % of men's median pay.

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

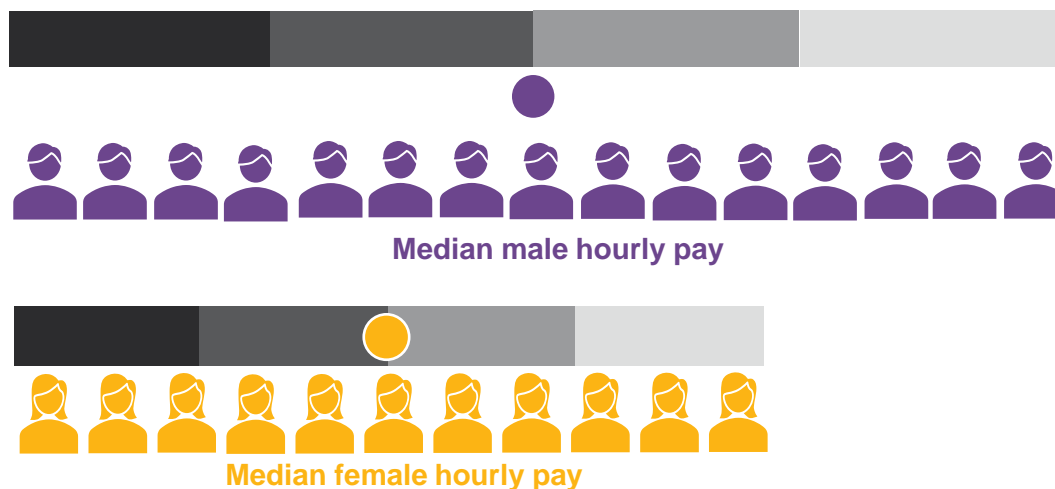
Generating the report

The reporting period is from 13th June 2021 to 12th June 2022. The snapshot date of the pay data for all colleagues employed on the 12th June 2022 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 12th of June 2022, TII had 283 employees across Ireland. This was made up of 36% (101) females and 64% (182) males.

TII's Gender Pay Gap results show that, on average, females in TII earn **16.26%** less than males in our permanent workforce and **6.59%** less in our temporary workforce. The median salary for females is **16.36%** lower when compared to males for our permanent workforce and **0.13%** higher for our temporary workforce. There was **0.55%** of TII's male population who received a Benefit in Kind (BIK) compared to no females receiving a BIK.

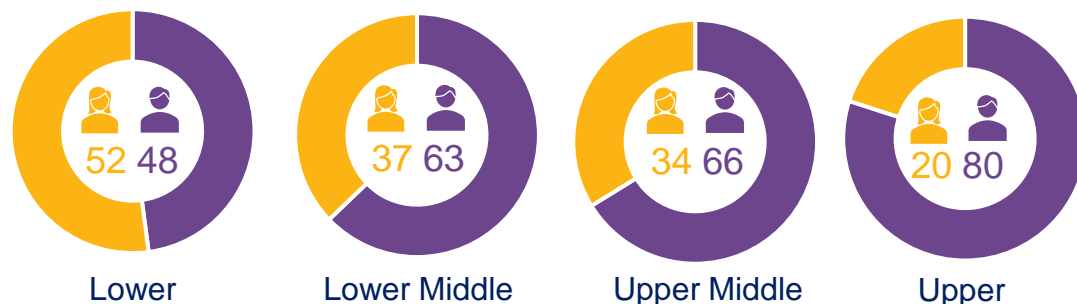
The mean and median **bonus pay gap** and the percentage of staff receiving bonuses by gender, is **not applicable** to TII as TII does not have a bonus scheme. There are also no male part-time employees which does not allow us to draw comparisons.

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 (80%)** and **Upper Middle (66%)** quartile. This means that there are more males earning higher salaries than females.

Overall Pay Gap



Percentage of males and females by quartile



Part time, Temporary and BIK Gender Pay Gap

Category	Mean pay gap	Median pay gap	Male	Female
Part time	n/a	n/a		
Temporary	6.59%	-0.13%	0.55%	0%
Benefit in Kind				



How we are comparing



Globally the Gender Pay Gap is estimated to be 20% ¹



Europe's Pay Gap is estimated to be 13% ²



The United Kingdom's Pay Gap is estimated to be 15.5% ³



Ireland's Pay Gap is estimated to be 11.3% ²

Sources:
1. https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_856203/lang-en/index.htm#:~:text=On%20average%2C%20women%2C%20are%20paid,to%20discrimination%20based%20on%20gender.
2. <https://www.ibec.ie/connect-and-learn/media/2022/11/15/ibec-launch-new-guidance-note-on-gender-pay-gap-reporting#:~:text=The%20national%20gender%20pay%20gap,an%20EU%20average%20of%2013%25>
3. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>

Our Organisational Context

TII operates in the Rail and Roads Engineering industry which is largely dominated by males. According to data from Engineers Ireland, the distribution between males and females studying Engineering, Manufacturing and Construction degrees in Ireland in 2021 consists of 76% males and only 24% females. According to the Central Statistics Office, women only comprise 25% of Irish citizens working in STEM in 2018. Looking at the Engineering industry specifically, only 12% of engineering professionals were female in 2019. The shortage of females in the field has a direct effect on TII recruitment which leads to most of our specialist roles being filled by males.

According to an Engineers' Ireland 2022 report, even though the number of females entering the Engineering field has increased over the last few years, they increasingly feel that the Engineering sector has better opportunities for men than it does for women.

Globally it is recognised that more has to be done to achieve a more gender balanced sector where more females are trained, hired and retained in the sector. As an employer in this sector, we recognise that we need to be part of the solution and that we will need to look at 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 (26 females out of 137 technical & engineering roles in TII)



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.

What we are already doing to close the gap

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 has carried out the following in an effort to creating a more inclusive environment:



A focus on **Diversity, Equity and Inclusion** activities which include - a webinar series with a particular focus on gender equality at TII and women in leadership; Training and workshops for both the Executive team and the broader workforce on Unconscious Bias and Workplace Inclusion.



The establishment of a **Return to Work Programme**, to support those returning from long-term leave



Research on women's mobility choices to support the gender data gap in the design of future transport solutions



Learning and development policy to encourage learning across all levels and disciplines this has included the delivery of a Senior Leadership Programme for senior staff in TII



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.



Promoted work life harmony with an extensive range of programmes such as flexible working, Blended Working Arrangements, Part-time hours, fully paid Maternity leave, Parental leave options, career breaks, unpaid leave options



We recently implemented our **Blended Working Policy** so that staff across all genders can have flexible working arrangements



TII is an **active member of the IMI 30% club** which looks to increase gender diversity on boards and senior management teams



TII has a **mentoring programme** in place to encourage employees at different stages in their career to progress

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 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. This will require us to further develop our diversity and inclusion strategy and the accompanying actions.

Recruitment & Retention Strategy



Our interview skills training will be further developed to reduce the potential for bias. We will review our Recruitment and Retention strategy to identify where we can be more conscious about hiring women and a broader diversity of talent into TII and retaining and developing their careers in TII.

Talent Management and Succession Planning



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 mentoring and launch further Senior Leadership Development Programmes.

Employee Engagement



We will investigate gender differences in employee experience in our Employee Engagement Survey 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.