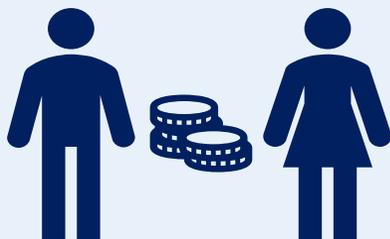


TII Gender Pay Gap Reporting (GPG) 2023



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 2023
- Report publication in December 2023

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.

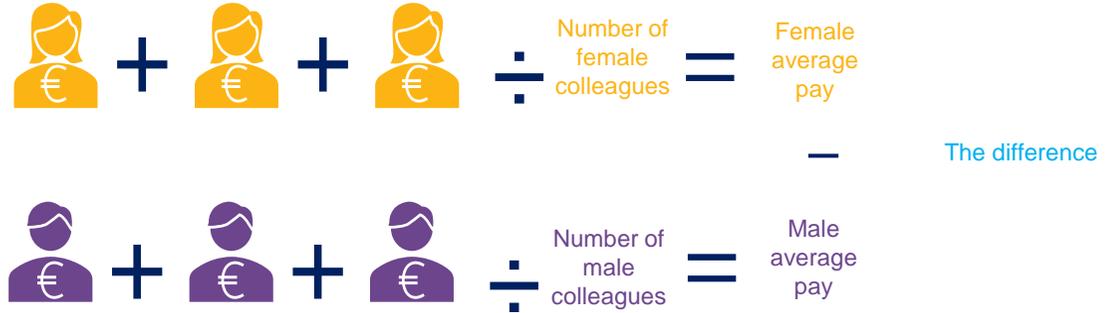
Median gender pay gap: all male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively. The difference between the median hourly rate of males and females is expressed as a % of men's median pay.

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

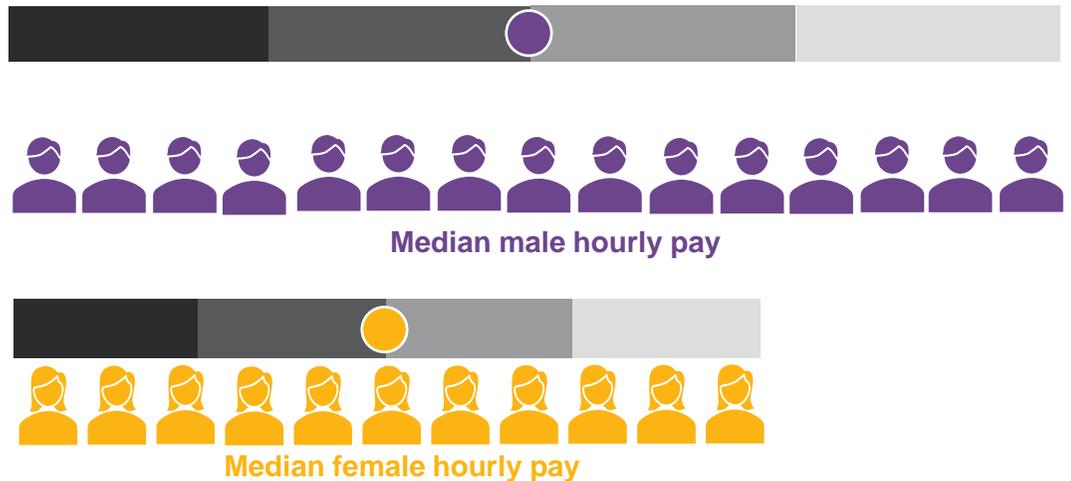
Generating the report

The reporting period is from 13th June 2022 to 11th June 2023. The snapshot date of the pay data for all colleagues employed on the 11th June 2023 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 11th of June 2023, TII had 291 employees across Ireland. This was made up of 36% (104) females and 64% (187) males.

TII's Gender Pay Gap results show that, on average, females in TII earn **16.23%** less than males in our permanent workforce and **2.78%** less in our temporary workforce. The median salary for females is **16.52%** lower when compared to males for our permanent workforce and **1.89%** 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

2023		2022	
Overall	16.23%	Overall	16.26%
Temporary	2.78%	Temporary	6.59%

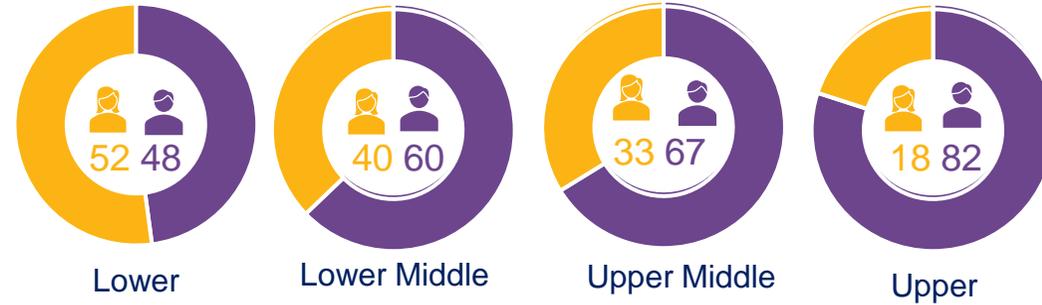
Gender Pay Gap Median

2023		2022	
Overall	16.52%	Overall	16.36%
Temporary	1.89%	Temporary	0.13%

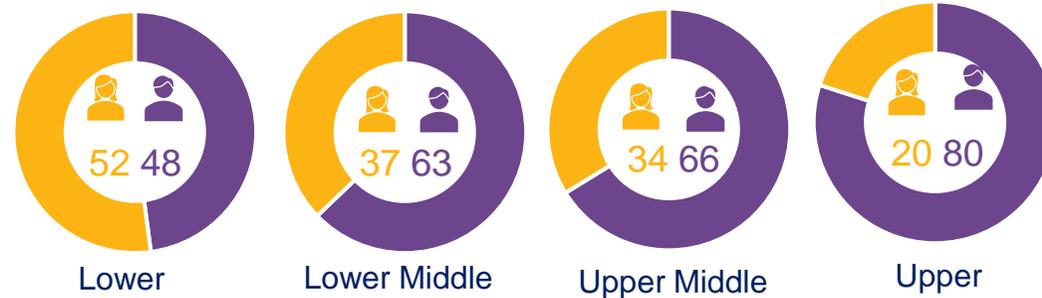
TII's Pay Gap Cont'd

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 (82%)** and **Upper Middle (67%)** quartile. This means that there are more males earning higher salaries than females.

Quartiles 2023



Quartiles 2022



0.53% of TII's male population received a Benefit in Kind (BIK) compared to no females receiving a BIK.

BIK Gender Pay Gap 2023 2022





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 7.7% ³



Ireland's Pay Gap is estimated to be 9.6% ⁴

Sources:
1. https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_856203/lang-en/index.htm#:~:text=On%20average%2C%20women%20are%20paid,to%20discrimination%20based%20on%20gender

2. [Gender pay gap in Europe: facts and figures \(infographic\) | News | European Parliament \(europa.eu\)](#)

3. [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](#)

4. [CSO's national estimate of the gender pay data for 2022 shows Gender Pay Gap in Ireland stood at 9.6% last year - IBEC](#)

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 percentage of engineering graduates in 2021 that were women was only 18%. According to *STEM Women website, women only comprise 25% of STEM workers in Ireland. 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 2023 report, 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 (24 females out of 131 technical and 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.

* [Women in STEM Ireland: Statistics and Key Findings - Stem Women](#)

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 create a more inclusive environment:



A focus on **Diversity, Equity and Inclusion (DEI)** activities which include - women in leadership; Training and workshops for both the Executive team and the broader workforce on Unconscious Bias, Workplace Inclusion and Disability Awareness.

- **Elevating Women in Leadership Programme** is a six-month programme implemented by TII for Women in Leadership. 16 females from across the organisation have been selected for the programme. The overarching objective of this programme is to support Equity, Diversity & Inclusion in TII. It is a key initiative in response to the Gender Pay Gap report for TII and aims to equip programme participants with the skills to manage uncertainty and an environment of constant and unrelenting change.
- **Strategic DEI Policy/Document Review**
TII has undertaken an analysis of three key policy documents: The Learning and Development policy, the Recruitment policy and the Equity, Diversity and Inclusion policy. These documents were reviewed using the principles of Universal Design, to ensure that the language used is accessible to everyone, is clean of any jargon and that the document is inclusive.



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

What we are already doing to close the gap cont'd



Supporting Women in Menopause with the publication of the Civil Service Menopause in the Workplace Policy Framework For Civil Service Organisations and the accompanying Guidance on Understanding and Improving Menopause Support in the Workplace. We have held a number of talks for staff and supplied information on supports available externally. We will be drafting a Menopause policy in the new year.



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



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



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.



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



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 and unpaid leave options.



TII has a comprehensive **Interview Skills Training Module** which covers unconscious bias in the recruitment process

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



We will continue to 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



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 mentoring and launch further Senior Leadership Development Programmes.

Employee Engagement



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.