

Iarnród Éireann

Gender Pay Gap Report 2024





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Chief Executive's Summary

Welcome to the third annual Iarnród Éireann Gender Pay Gap Report.

We're dedicated to ensuring that our legislatively required reporting reflects the state of play when it comes to gender pay parity, and offer transparency in our efforts to reduce the gender pay gap, and employ more women at Iarnród Éireann.



Jim Meade
Chief Executive

To recap our goals:

- We aspire to double the number of women we employ by 2030
- We want to achieve 50% participation in employee-led Employee Resource Groups
- We will provide women the skills they need to achieve positions in leadership

We have made progress in all of these areas.

Our Gender Pay Gap report has been in favour of women for each of our three years of reporting. We acknowledge that a marker of our success will be the narrowing of this gap, as we seek to employ more women in male dominated, operational fields. This year we have successfully achieved this milestone, reducing our pay gap, and seeing female representation grow across the majority of areas of the business.

Our SHINE Women's Network continues to grow, with an increased emphasis on networking and participation in areas outside of Dublin throughout 2024.

Our INSPIRE Women In Leadership programme and an expanded roster of International Women's Day events, including leadership workshops delivered by talented coaches, pave the way for women hoping to progress their careers at Iarnród Éireann.

Over the last year, our emphasis has been on preparing for the next generation of female workers at Iarnród Éireann. To successfully achieve our goal of doubling the number of women at the company, we must challenge the perception amongst younger people that the railway is an industry that primarily employs men, and to do this we have engaged on a vast outreach program through schools and other initiatives in the public eye.

Our hope is that we can ensure young women not only keep careers at the railway in mind when making their career decisions, but aspire to work at the railway as an achievable, positive goal for their futures.

We have partnered with a number of schools to help achieve this, notably in our internal Women In STEM Girls' School programme. We have also started working with mixed gender schools alongside the PTECH programme, and we have established a new Towards Work programme with an all-female school in Cork City, assisting young women in their career development in senior cycle.

Our association with the iWish careers event and the Try A Trade programme ensure that we are helping to keep STEM and railway careers front of mind for young women.

Our partnership with Back To Work Connect has also ensured our job ads are shown to those wishing to return to work after long absences, most notably women who may have left the workforce to raise families and wish to rejoin after a lengthy break.

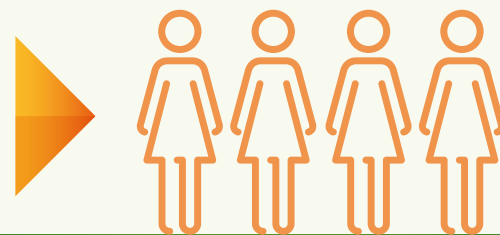
We are confident that all this work will ensure the future-proofing of female participation at Iarnród Éireann. Our hope is that the next generation will stay inspired, and join us as drivers, fitters, mechanics, engineers, track workers and more.

Jim Meade
Chief Executive

Gender Pay Gap: Summary

6.29%

Gender Pay Gap in favour of women



4,662

Total employees



559

Female



4,103

Male



Average annual hours per employee

1,834

Female



2,136

Male



Last year, we made a commitment to doubling the number of women at Iarnród Éireann by 2030. This target was inspired by our own goal to grow in size and in scope in accordance with the Rail 2050 Strategy and the Sustainable Development Goals.

Our goal is threefold:

- To welcome more women to Iarnród Éireann
- To retain the women currently working at Iarnród Éireann
- To be an employer that uplifts and empowers women

In terms of progress, we have increased the number of women at Iarnród Éireann from 474 to 559 over the past two years. This takes account of women who have left or retired from Iarnród Éireann.

So, what have we done that has amounted to this number, and where do we go next?



Includes all Ordinary Pay

| Female | Male | Totals |
|--------------------------------------|--------------|---------------------|
| Hours 1,034,654 | 8,922,376 | 9,957,030 |
| Headcount 559 | 4,103 | 4,662 |
| Ordinary Pay €31,263,125 | €253,644,622 | €284,907,747 |
| Average Pay €55,927 | €61,819 | €61,113 |
| Average Rate/Hour €30.2160 | €27.5258 | -€1.7881 |
| Ave Annual Hours 1,834 | 2,136 | |



Average hourly rate for women 6.29% greater than men.

Median Gender Pay Gap

Median Hourly Pay Gap

| | |
|--|-----------------|
|  Female | €28.9578 |
|  Male | €25.6406 |
| | -€3.3172 |
| Women 12.94% greater than men | |

Analysis of the proportion of male and female employees in the lower, lower middle, upper middle and upper quartiles.

| | Upper | Upper middle | Lower middle | Lower |
|--|-------|--------------|--------------|-------|
|  Male | 82.8% | 86.3% | 93.7% | 89.2% |
|  Female | 17.2% | 13.7% | 6.3% | 10.8% |

All figures from Iarnród Éireann payroll, 16th June 2024.



Enshrining Gender Equality in our Goals

ED&I Vision 2030

As part of our Equality, Diversity and Inclusion Vision 2030 document, we have a clear goal outlined:

"Iarnród Éireann is an organisation that hires, retains, empowers and uplifts women."

We have also laid out a number of key strategic goals below this goal, including:

- Doubling the number of women we employ (Gender Pay Gap Reports)
- Eliminating gender-based bullying and harassment
- Increasing the number of women in leadership positions
- Establishing a gender action committee
- Ensuring all selection panels are gender-balanced (People Strategy 2027)
- Ensuring at least one woman is represented at the end of every resourcing process (People Strategy 2027)

Our Vision 2030 document will be produced in early 2025, alongside our Strategy 2030, setting out the path for increased gender inclusion across Irish Rail into the future.

Sustainability Strategy

As one of Ireland's Sustainable Development Goal Champions for 2023/24, the strand of social sustainability is key to our success in this arena. Gender equality is a key goal of this strand, and we are proud to ensure this is enshrined in our Sustainability in Motion strategy.

Helping Women Progress

Women in Leadership

Our Women In Leadership programme is an annual initiative which gives 40 women across Iarnród Éireann the opportunity to learn key skills and engage with experts in a variety of fields on topics as diverse as confidence building, building your network, and engaging with a mentor. Led by our Talent Development Department, this key initiative is integral in empowering women seeking progression and advancement.

Leadership training

Over 250 of our line managers, people managers and HR/recruitment professionals have now undergone Inclusive Decision Making Training. This training aims to give leaders the necessary skills to interrogate bias, approach decisions around their teams without prejudice, and lead their teams with an inclusive mindset.

We have also introduced new eLearning modules on our People Platform, allowing anyone at any time to access training on unconscious bias and other key diversity areas.

SHINE Women's Network

We're proud to see our SHINE Women's Network go from strength to strength in 2024.

SHINE stands for Support, Help, Inspire, Network and Encourage, and is led by employees and organises events for employees.

Their goals include:

- Providing opportunities for networking for women employees.
- Advocating for policies and practices that promote gender equity and address the challenges and needs of women in the workplace.
- Celebrating and raising awareness of the achievements and contributions of women in our organisation and society.
- Engaging with external partners and communities to support women's employment, empowerment and advancement.

SHINE have had a busy year, hosting events across the Irish Rail Network and bringing women together to learn from each other and creating lasting support networks.

Accommodating Environments

Anti-bullying

Our efforts on anti-bullying have increased, with a number of Dignity & Respect workshops having been run across the network in different areas. We also completed a roadshow alongside the Health & Safety team that focused on psychosocial safety at work, and promoted the anti-bullying inbox and anti-bullying support contact team.

Regina Clery,
Civil Engineer



"I began following 'I Wish' in early 2020, having previously led a similar initiative in Western Australia. I was delighted when IÉ began to support I Wish with VIP Trains, transporting girls from all over Ireland to the annual I Wish event in the RDS. I enjoyed speaking with the girls so much at an IÉ stand in 2023, realising my value as a role model, I took to the RDS stage in 2024, discussing my career from Fashion Design to Engineering. The audience was electric! It's an experience I would advise more women in rail to get involved in."

New Pathways to Employment

iWish partnership

iWish is a major careers event for second-level girls to promote interest in STEM subjects and careers. The Talent Development team partners with iWish in providing special train services to bring girls from across Ireland to Dublin for iWish 2024.

Back to Work Connect partnership

Our partnership with Back to Work Connect continues; this organisation advertises external job vacancies to those wishing to return to work, with an emphasis on women returning after a career break. In particular, our station operative and train driver campaigns were extremely successful on the site in 2024, and we hope many of their service users have found pathways to employment at Irish Rail.

Expanded PTECH collaboration

As members of the PTECH programme, we work with schools across Dublin's North East Inner City region to encourage junior cycle students to consider careers with Iarnród Éireann. We have expanded our partnership, and this year will work with Junior and Senior cycle students in mixed schools, welcoming our first cohort of Transition Year students in for structured work experience in March 2025.

Women in STEM: Secondary schools pilot

Our pilot programme for all-girls schools workshops has expanded greatly, from 3 to 6 schools across Lenster in 2024. Women at Irish Rail have delivered a number of workshops to Transition Students in all-girls schools about STEM careers, across a wide range of subjects including mechanical engineering, sustainability, signalling, fleet management and electrical engineering.

Recruitment campaigns

We have run a number of new recruitment campaigns across the year, most notably for station operatives and for train drivers. The promotional materials for these campaigns have all centred women, and encourage women across the country to apply for and consider careers at Iarnród Éireann in customer-facing roles.

Donna Shields,
Local Control Room Operator



"I started in the company 3 years ago, more and more I can see change happening,. Last year I done the woman in leadership programme, Were I was able to connect with so many women in different roles within the company and made close friendships. Because I met with these women, I was asked to join with working with leaving cert students and learning about stem. Now there are 2 more females that work where I work and look forward to seeing more. I really enjoyed working with leaving cert students and helping them explore all the options that are out there, The satisfaction knowing how interested and engaged the students are I truly feel inspired."

Rosaleen Wallace,
Corporate Communications



"Since starting my career with Iarnród Éireann over 23 years ago I have been given opportunities to pursue further education and enhance my personal development. The Women In Leadership programme was extremely beneficial to me and I feel lucky to be part of an organisation that has flexible working arrangements, mentorship schemes and targeted recruitment campaigns promoting greater female representation."



Our Next Steps

As well as continuing to expand on the programmes, campaigns and initiatives outlined above to reach our goal of double the number of women employed at Iarnród Éireann by 2030, we hope to address a number of additional areas over the coming years. These include:

- Reviewing our internal policies to ensure they are inclusive of everyone, in line with current legislation and best practice
- Providing more opportunities for progression and continuing to empower women through events and programmes
- Becoming an intentional recruiter and reaching out to the communities we hope to engage with, promoting our job opportunities to a more diverse audience
- Growing our community outreach and ensuring anyone considering a career at Iarnród Éireann feels they have equal opportunity to access a job in any sector

Sharon Daly, Health and Wellbeing Programme Manager



"The Women in Leadership programme is an example of a wonderful initiative bringing women together to learn, inspire each other and form a strong network of support which last beyond the programme. I thoroughly enjoyed and benefitted from participating. The engaging training days were a brilliant opportunity to hear about work being done by women in a wide variety of areas across the organisation that I was previously unaware of. It gave me a new perspective and great insight into many areas of the business that I had not interacted with. I also developed positive relationships and friendships with many colleagues,"





