

# Iarnród Éireann

## Gender Pay Gap Report 2023





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## Chief Executive's Summary

Welcome to the second annual Iarnród Éireann Gender Pay Gap report.

As with last year, we are keen to ensure that our reporting as required under legislation is accompanied with a more detailed insight into how we are progressing issues of gender equality and representation in Iarnród Éireann.



**Jim Meade**  
Chief Executive

Additionally, following the commitments made in our first report in 2022, we have the opportunity to report on progress on our goals in this critical area: a more representative workforce allows us to better serve our diverse customer base. This is particularly crucial in sectors such as our own which historically have been male-dominated, and continue to be at this time.

Our headline gender pay gap shows women earn in 2023, per hour, 7.72% more than men in Iarnród Éireann, a widening of the gap in favour of women, which was 6.32% in 2022.

Our analysis shows that the higher net percentage increase in women employed in the organisation resulted in a slight increase in the hourly differential.

In our 2022 report, we made a series of commitments.

- We said we would **double the number of women working in Iarnród Éireann by 2030**.
  - An increase of over 10.1% year on year, and the increased proportion of women amongst new recruits, represents a good start towards that goal. There is much to be done of course, and this report details many of the initiatives being taken to progress towards this target.
- We said we were committed to **reaching 50% employee participation in Employee Resource Groups (ERG) including a a female-led ERG** that will champion female voices and use their collective experience to create a positive working environment
  - We have established four Employee Resource Groups, including a Women's Network. The goal of the SHINE Women's Network is to empower women to come together to network, learn from each other, and create connections across the business. Additional ERGs include Disabilities, Neurodiversity, and Working Parents.
- We said we will continue to provide women with the skills they need to succeed through our award winning internal programmes and training school.
  - In this report, we will detail the extensive programmes in place, including the Women in Leadership programme

Iarnród Éireann is committed to not only to ensuring the gender pay gap does not disadvantage any gender, but more crucially perhaps to significantly increasing female representation across all levels of the business – currently, 11.6% of our employees are women.

Outside our own organisation, we have redoubled our commitment to engaging with educators and supporting agencies to encourage greater female participation. STEM subjects are a particular focus, and through our popular Try a Trade Schools programme, we are targeting more apprentices, and working with iWish, a careers event for second level girls interested in working in the STEM sector.

This journey for Iarnród Éireann is an essential one. We look forward to working with all our colleagues, our trade unions and our stakeholders as we strive to reach our destination.

**Jim Meade**  
Chief Executive

## Gender Pay Gap: Summary

# 7.72%

Gender Pay Gap in favour of women



## 4,502

Total employees



## 522

Female



## 3,980

Male



## Average annual hours per employee

## 1,861

Female



## 2,178

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 522. 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
<b>Hours</b> 971,393	8,667,942	<b>9,639,334</b>
<b>Headcount</b> 522	3,980	<b>4,502</b>
<b>Ordinary Pay</b> €28,802,875	€238,591,788	<b>€267,394,663</b>
<b>Average</b> €55,178	€59,948	<b>€59,395</b>
<b>Ave Annual Hours</b> 1,861	2,178	
<b>Average Rate/Hour</b> €29.6511	€27.5258	<b>-€2.1253</b>



**Average hourly rate for women 7.72% greater than men.**

**Median Gender Pay Gap**

**Median Hourly Pay Gap**

 Female	€26.5011
 Male	€23.4652
	<b>-€3.0359</b>
<b>Women 12.9% greater than men</b>	

**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	83.5%	85.5%	94.5%	90.1%
 Female	16.5%	14.5%	5.5%	9.9%

*All figures from Iarnród Éireann payroll, 18th June 2023.*



## 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 Report 2022)
- 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)

While Vision 2030 sets the collective goal in mind, our next step is to distil this into a Strategy 2030, which will be owned by the various departments across the business, supported by the Equality, Diversity and Inclusion Office in their execution.

### 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 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

Alongside colleagues in the CIÉ Group, our senior leaders and people managers are undergoing 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.

### SHINE Women's Network

This year we were delighted to welcome a new raft of employee resource groups, including the SHINE Women's Network. 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 organization and society.
- Engaging with external partners and communities to support women's employment, empowerment and advancement.

#### Irene O'Hara, Infrastructure Operations Administration Executive, Athlone



**"I was beyond grateful to be involved in the Accelerated Leaders program this year, as one of two women. It was one of many steps towards my career progression in Irish Rail and the value to me has exceeded expectations. As the program progresses, I would hope more women would apply. Gender equality is everyone's responsibility, and equality exists when we are all able to share the opportunities, power and influence through a change in narrative and mindset."**

## Accommodating Environments

### Anti-bullying

We have established a new anti-bullying campaign, and aim to eradicate gender-based bullying and harassment from the organisation. Our next step will be to train more colleagues as anti-bullying support contacts, and to create a centre of expertise around tackling bullying at Iarnród Éireann, advising on campaigns and running clinics and information sessions.

### Welfare facilities review

We have embarked on a review of the welfare facilities across the network, including the availability of toilets and sanitary products offered. Our network is vast and has not always been accommodating to women, and thus we are aiming to bring this up to standard by ensuring all areas are adequately served with welfare facilities.

## New Pathways to Employment

### iWish partnership

iWish is a major careers event for second-level girls to promote interest in STEM subjects and careers. We were proud to partner with iWish providing special train services to bring 650 girls to Dublin for iWish 2023, and will significantly expand this partnership on 2024, with over 2,000 free spaces available on trains from more locations across the network for the event in the RDS in February 2024.

### Back to Work Connect partnership

We embarked on a new partnership with Back to Work Connect, an organisation which aims to unlock the power of people returning to the workforce after absences. Henceforth, all external job vacancies will be advertised on their sites; while this site is open to people of any gender, the vast majority of their users are women returning to work after a career break. We look forward to welcoming applications from this cohort.

### 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. Previously we were exclusively working with O'Connells School, but have since expanded this partnership across several schools in the area, all of which are mixed gender schools. We hope this exposure to Iarnród Éireann through workshops led by a mixed gender team of civil engineers will encourage more young women to keep us in mind when choosing their future career.

### Women in STEM: Secondary schools pilot

We have embarked on a pilot programme delivering workshops to all-girls schools across the Leinster area. These workshops were suggested by one of our ED&I Champions, Oisín Murphy, and began in the '22/23 school term with visits to St. Raphaela's in Stillorgan. Expanding to two new schools for the year '23/24, women at Iarnród Éireann are delivering workshops to Transition Year students across a variety of subjects, encouraging them to keep STEM careers and Iarnród Éireann front of mind when considering what they want to do after secondary school.

### 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 hope to encourage women across the country to apply for and consider careers at Iarnród Éireann in customer-facing roles.



Molly McGauley,  
Apprentice Electrician, Inchicore



"It's great seeing female apprentices coming through. I'm loving it, every day is different. There's so many opportunities in Iarnród Éireann, there's a variety of work and projects. I think it's brilliant, and I'd say to girls: get involved, get stuck in."

A large advertisement for becoming a train driver. It features a woman in a dark blue uniform and an orange safety vest with the Iarnród Éireann logo on the back, standing on a train platform with two high-speed trains (green and yellow) on either side. The scene is lit from behind, creating a bright glow at the end of the platform.

**Become a Train Driver.**  
It's not just a railway. It's a career path.  
Join one of Ireland's favourite employers.

**Apply Now**  
at [irishrail.ie/careers](https://irishrail.ie/careers)

## 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

**Charlotte Tucker, Corporate Communications Executive, Connolly Station Dublin**



"The Women in Leadership programme offers an opportunity to women across all areas of the business to come together to learn, grow and develop their leadership skills in an open and progressive environment whilst establishing a strong network of female colleagues that can support each other through the challenges and celebrate each other at the milestones throughout their career in Iarnród Éireann."





