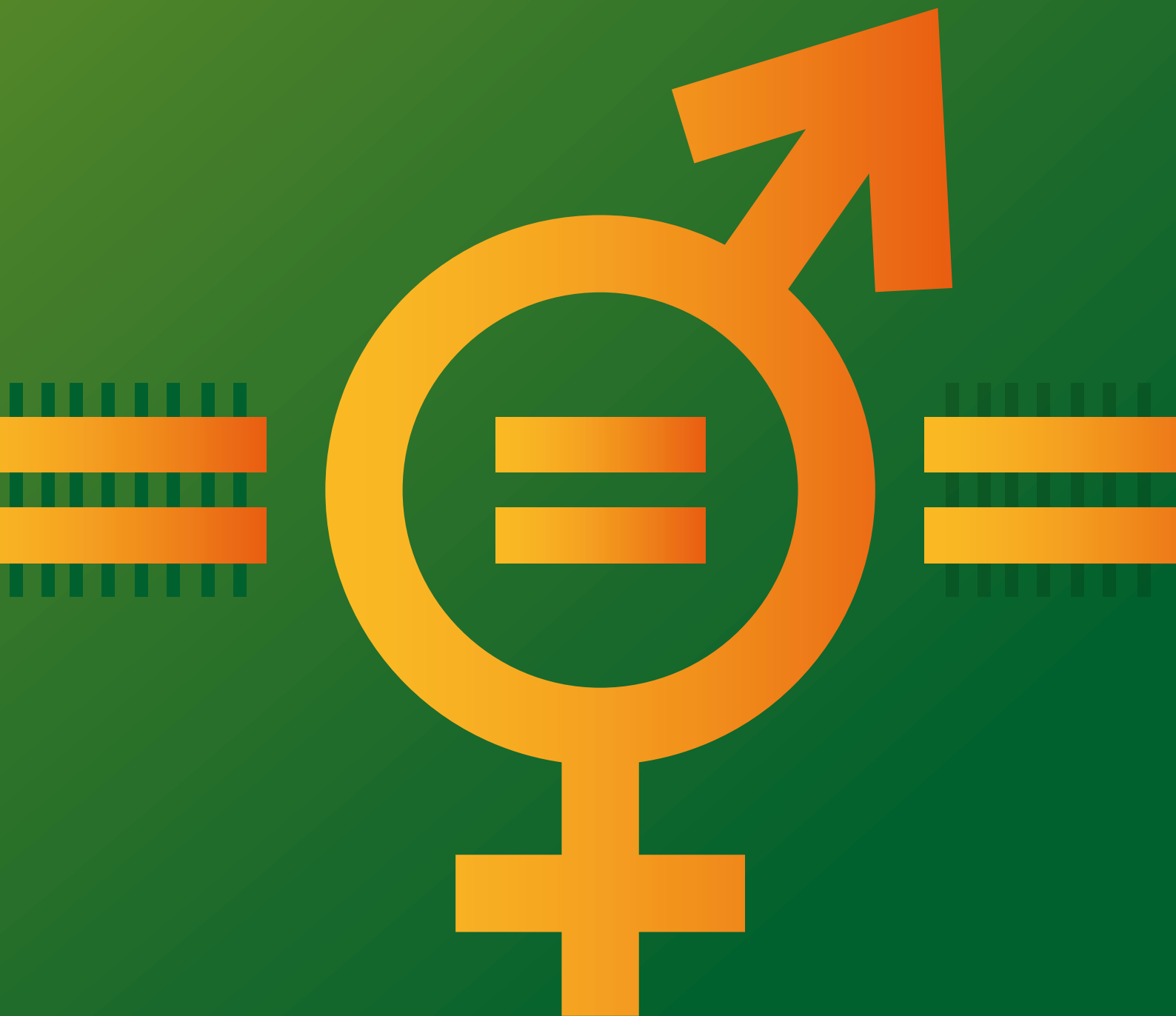


Iarnród Éireann

Gender Pay Gap Report 2025



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Chief Executive's Summary

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

Iarnród Éireann is committed to the principle of equal pay for equal work. We want to ensure that our report, which is required under legislation, reflects the state of play when it comes to gender pay parity, and offers transparency in our efforts to ensure there is no gender pay gap.

Iarnród Éireann is also working to become a more diverse and inclusive organisation, having a target to increase the number of women employed in our workforce.



Mary Considine
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 support women in their journey to achieve leadership positions

Our Gender Pay Gap report has been in favour of women for each of our four 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 previously male dominated, operational fields.

As we make positive progress towards gender parity in pay, it remains more important than ever that we accelerate our efforts regarding hiring, retaining, empowering and inspiring women across Iarnród Éireann.

The numbers paint a positive picture regarding women being hired into the business – as we see more women entering frontline, clerical and executive grades, we anticipate we'll continue to move towards equality in gender pay over the coming years.

While the gap has reduced further to 5.79%, our rate of hiring women has fallen below our headline goal to double the number of women employed at Iarnród Éireann by 2030. Currently standing at 616, women currently make up 12.5% of the business – while this is positive progress, it is slow progress, and still remains below the European average.

Nonetheless, as we expand and as we replace retiring or departing colleagues, it remains an achievable goal, with women in Ireland making up 41.9% of the total workforce.

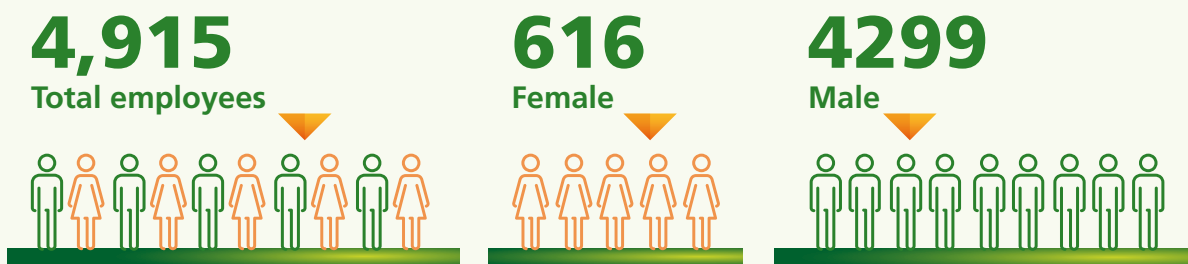
We must also not lose sight of our ambition to ensure a positive experience for women who are hired into the business, creating opportunities for both new entrants and those with long service, encouraging women towards promotion, being an employer of choice, and continue our zero tolerance approach to bullying, harassment and sexual harassment in all fields.

Our approach to welcoming women into Iarnród Éireann has resulted in two awards this year – Advancing Gender Equality at the National Diversity & Inclusion Awards, and Next Generation in Rail at the EU Women in Rail awards.

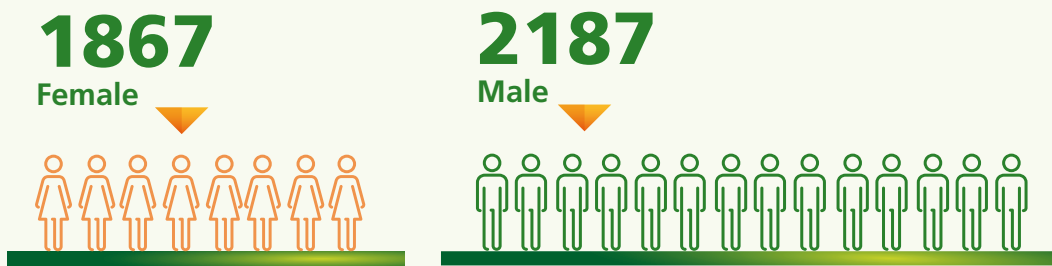
However the challenge continues, and we encourage all colleagues to robustly engage with our recruitment, talent and equality, diversity and inclusion departments to find out more about playing their part in making our railway more welcoming for all.

Mary Considine
Chief Executive

Gender Pay Gap: Summary



Average annual hours per employee



Iarnród Éireann is committed to doubling the number of women at Iarnród Éireann by 2030, from a 2022 baseline. 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 616 over the past three years. This takes account of women who have left or retired from Iarnród Éireann.



IE GPG 2025

Female		Male			
Hours	1,150,111		9,402,317	Totals	10,552,429
Headcount	616		4,299		4,915
Ord Pay	€35,525,315		€274,538,702		€310,064,017
Ave Pay	€57,671		€63,861		€63,085
Ave Rate/Hour	€30.8886		€29.1990		-€1.6895
Ave Annual Hours	1,867		2,187		
					5.79%

Average hourly rate for women 5.79% greater than men.



Median Gender Pay Gap

Median Hourly Pay Gap

 Female	€29.8265
 Male	€26.4099
	-€3.4166

Women greater than men 12.94%

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	81.6%	85.6%	93.7%	89.0%
 Female	18.4%	14.4%	6.3%	11.0%

All data from IE payroll 15th June 2025

Current Initiatives

School partnerships

We continue to partner with a number of schools around the country, including all-girls schools, to promote rail careers and careers in STEM. We have a new partnership through Towards Your Future with St Patrick's College in Cork city, as well as a number of new schools availing of our Women in STEM workshops across Leinster, and a roster of fantastic volunteers who have taken up the cause of promoting rail to young women everywhere.

SHINE Women's Network

The SHINE Women's Network continues to grow. Standing for Support, Help, Inspire, Network and Encourage, SHINE is led by employees and organises events for employees. They put a specific focus on networking, travelling across the country to connect women in Iarnród Éireann with each other, as well as inputting into policies, raising awareness and celebrating women currently employed at the railway, and engaging with the community to support women's employment, advancement and engagement.

iWish

The Talent Development team continue to make waves with their iWish partnership, a major careers event for girls in secondary schools. The Talent Development team assists in the provision of special services bringing girls from across Ireland to Dublin for the iWish event, as well as contributing to their large-scale event every year.

Provision of period products

As part of ensuring our environments are more welcoming of everyone, we completed procurement for a contract providing period products in all of our bathrooms. These products can be ordered via the SAP system, and our providers allows for next day delivery to all corners of Ireland. We're proud to be playing our part in reducing stigma and ensuring everyone has access to appropriate hygiene products across the network.

Dignity & Respect workshops

Our Dignity & Respect At Work workshops, co-ordinated through the Equality, Diversity & Inclusion team, are rolling out across the country. Drawing attention to our grievance procedures, anti-bullying support team and other vital policies that support employees around the organisations, these workshops are available on request in your area by emailing IEEquality@irishrail.ie



The Path Forward

Equality, Diversity & Inclusion Strategy

In the coming weeks, we'll launch our first Equality, Diversity & Inclusion Strategy, Platform for Progress. This strategy outlines our commitments, goals and timelines for achieving an increase in gender equity at the business, as well as across a number of other underrepresented groups.

Created as collaboration between the Equality, Diversity & Inclusion team and the Human Resources, Talent Development, Sustainability and Health & Wellbeing teams, this strategy collates our current goals, and expands on new objectives. We're delighted to see this strategy finally be released.

Gender Equality Policy

In line with commitments under the Community of European Railways Women in Rail Social Partner Agreement Policy Area One, we will be releasing a Gender Equality Policy that details our commitment to gender equality, guidance on ensuring we adhere to best practice in the space, and reiterating our zero tolerance approach to bullying, harassment and sexual harassment. This is an important piece of the puzzle in ensuring our policy backs our commitments to gender equality at work and in our practice.

Female-focused Recruitment Campaign

We have additionally committed to running a female-focused recruitment campaign which aims to encourage women into rail careers across a wide spectrum of roles and departments. This campaign will take its inspiration from a Danish recruitment campaign in the sector, featuring exclusively women, which saw their percentage of women rise from 30% to 38% in a two year period, 2022 to 2024.

Fertility leave and pregnancy loss

To further strengthen our commitment to supporting employees through all stages of their personal and professional lives, we are in the initial stages of introducing a fertility leave and pregnancy loss processes. This policy will provide dedicated leave and guidance for employees undergoing fertility treatment, as well as compassionate leave and support for those who experience pregnancy loss. By formalising this support, we aim to foster a more inclusive and empathetic workplace culture that recognises the diverse experiences of our workforce.

Bystander Intervention training

As part of our ongoing commitment to creating a safe, respectful, and inclusive workplace, we will be rolling out Bystander Intervention Training across the organisation. This training will equip employees with the knowledge and confidence to recognise, intervene, and report inappropriate behaviour, including bullying, harassment, and discrimination. By empowering our people to take an active role in fostering a positive culture, we aim to strengthen collective accountability and ensure that everyone feels responsible for maintaining a workplace where dignity and respect are upheld at all times.



 Iarnród Éireann
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