



Gender Pay Gap Report 2024

Overview

The majority of CIÉ employees are aligned to pay grades which provides for equal pay for equal work, irrespective of gender.

The snapshot date for gender pay gap reporting for CIÉ is 25th June 2023 and we are required to publish our gender pay gap by the 25th December 2024.

On the snapshot date there were 224 employees of CIÉ, 113 female and 111 male. On this date there were 18 part time employees, all 18 of which were females. We had 16 temporary employees on this date comprising 12 women and 4 men.

Gender Pay Gap

The gender pay gap is the difference between the average hourly wage of men and women across a workforce. It compares the pay of all working men and all working women, not just those in similar jobs or with similar experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap. If women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider. CIÉ Holding Company, including CIÉ Tours, has a preponderance of male staff in Group IT & T with the requisite technical skills that have commanded a premium in the market over many years. This explains our gender pay gap.

Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly pay of males and females within CIÉ. The mean is calculated by adding up all the earnings and then dividing it by the number of people.

- The mean gender pay gap for all employees is 9% which is below the national gender pay gap in Ireland of 13.9%.
- The mean gender pay gap for part time employees is 100% as all part time staff are female currently.
- The mean gender pay gap for temporary employees is -7.87% in favour of women.

As mentioned above, the CIÉ gender pay gap reflects a greater proportion of males in higher-paying specialist roles, particularly within our IT department, the largest department in the company. This encompasses a significant number of technical positions which have, because of their unique requirements, proven difficult to fill with any qualified candidate regardless of gender.



Median gender pay gap

The median gender pay gap is the difference between the average hourly paid male and female employees at the middle of the distribution

- The median gender pay gap for all employees is 10.67%
- The median gender pay gap for part time employees is 100%
- The median gender pay gap for temporary employees is 9.78%

Bonus gender pay gap

Only one employee (male) in CIÉ is eligible to receive a bonus.

Benefit in Kind

No employees of CIÉ received BIK during this period

Quartiles

| Quartiles | Male | Female |
|-----------------|------|--------|
| a. Upper | 28% | 22% |
| b. Upper Middle | 28% | 22% |
| c. Lower Middle | 22% | 28% |
| d. Lower | 22% | 28% |