



# CIÉ Gender Pay Gap Report 2025

## 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 CIÉ is 25<sup>th</sup> June 2025. The publication date for our gender pay gap shall be no later than the 25<sup>th</sup> November 2025.

On the snapshot date there were 257 employees of CIÉ, 129 male and 128 female. On this date there were 17 part time employees, 16 female and 1 male. We had 31 temporary employees on this date 15 female 16 male.

## 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 same jobs, with the same working patterns or the same competencies, qualifications or experience

## 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%
- The mean gender pay gap for part time employees is 30%
- The mean gender pay gap for temporary employees is 8%

Our 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 medial 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 10.73%

The median gender pay gap for part time employees is 33%

The median gender pay gap for temporary employees is 4.3%



### 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	61%	39%
(B) Upper Middle	47%	53%
(C) Lower Middle	49%	51%
(D) Lower	43%	57%