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# Gas Networks Ireland **Gender Pay Gap Report**

Data snapshot date: June 2023



# Introduction



The Gas Networks Ireland Executive team and I are committed to making Gas Networks Ireland a truly diverse, equitable and inclusive workplace. Our vision 'To be at the heart of Ireland's clean energy future' has our people and our organisational culture at its core in enabling our ambitions of playing a key role in Ireland's transition to a decarbonised future. It is critical that we have a workplace that embraces diversity, treats people fairly and where everyone has a real sense of belonging which will allow for diversity of thought, innovation and better outcomes for both our organisation and our part in the energy landscape in Ireland. The work will continue in this space for many years, and I am personally committed to being part of it.

**Cathal Marley, Chief Executive Officer**





*“I remain absolutely committed to understanding, and addressing imbalances within our organisation from a gender perspective and always working towards eliminating the gender pay gap.”*

**Nicola McSweeney,**  
People Director

In this our second year of publication, I am heartened that the current report indicates an improvement in our position across some of our key indicators, whilst acknowledging that a gender pay gap still exists and we continue to work for further improvements.

This has been delivered through several initiatives and intentional focus in 2023, which include the launch of our Female Development and Mentoring Programme and continued investment in, and diversity ambition for, our early talent programmes (Apprentice, Graduate and Intern). During 2023, we have also formalised our approach to our enduring Hybrid Working. We have developed our Menopause, Domestic Violence, and Cultural Holiday Swap policies which demonstrate a real commitment to actively and compassionately supporting our people in balancing their professional and personal lives.

I am proud of our people who continue to engage enthusiastically with both our iBelong and Corporate Social Responsibility programmes, which provide an invaluable opportunity to work collaboratively on a range of diversity, equity and inclusion topics. Across 2023, we increased our involvement in STEM programmes at primary and post primary level with many of our colleagues involved in supporting the awareness of STEM subjects and careers at an early level.

We have more work to do in 2024, including finalising our DE&I roadmap for the coming years, further focus on key areas such as talent acquisition and development and continued enhancement of our people policies.

We will maintain our intentional focus on diversity, equity and inclusion and I remain committed to understanding, and addressing, imbalances within our organisation from a gender perspective.

**Nicola McSweeney, People Director**

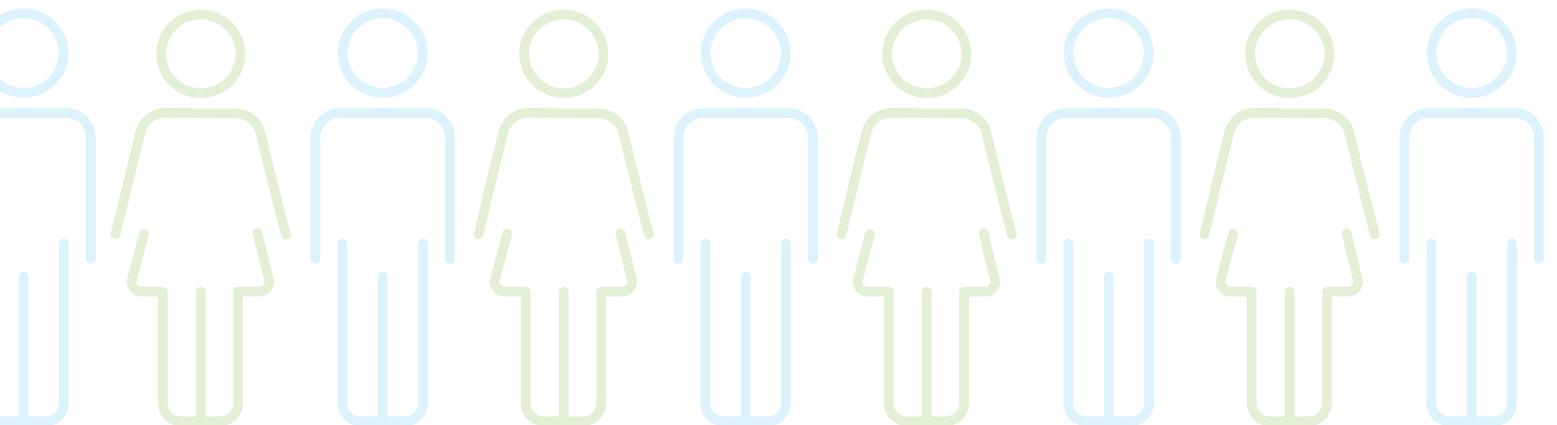


## What is gender pay gap?

Gender pay gap (GPG) is defined as the % difference between the average or mean and median hourly remuneration and bonus remuneration of women and men, regardless of their seniority. Under the regulations, associated with the Gender Pay Gap Information 2021, the gap must be measured, in all organisations with 250 or more employees, using the mean and the median across roles in Gas Networks Ireland.

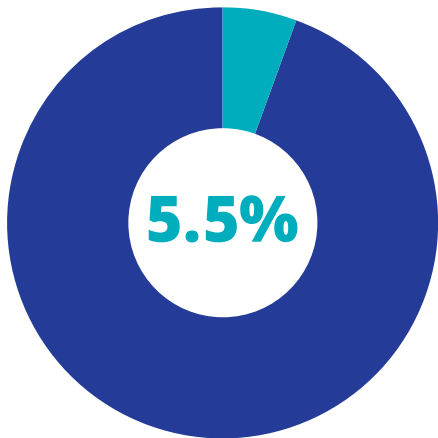
Gender Pay Gap is different to “equal pay for equal work”?

Gender Pay Gap should not be confused with equal pay, which legally requires men and women performing equivalent work to be paid the same. Gas Networks Ireland fully complies with its legal obligations in relation to equal pay, in line with the Employment Equality Acts 1998-2015.

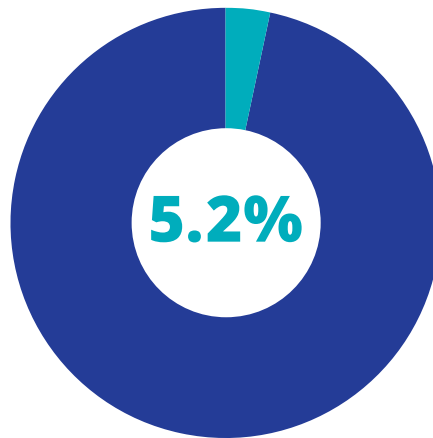


# Gas Networks Ireland gender pay gap

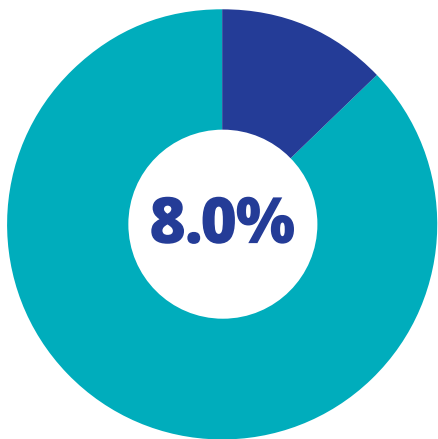
In Gas Networks Ireland, our gender pay gap is **5.5%**.



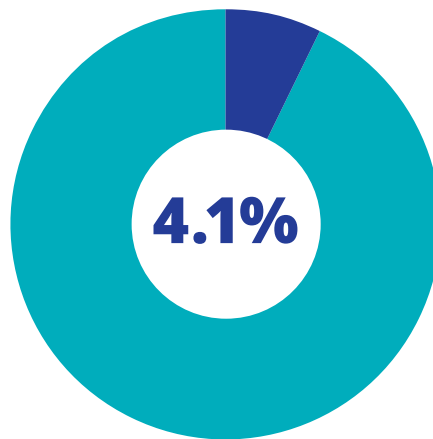
Gender Pay Gap  
**Mean Hourly Remuneration**



Gender Pay Gap  
**Median Hourly Remuneration**



Gender Pay Gap  
**Mean Bonus**

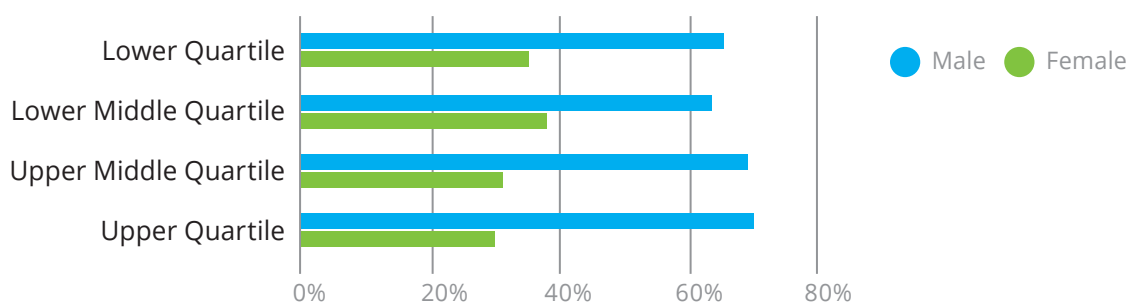


Gender Pay Gap  
**Median Bonus**

## Definitions

- Hourly remuneration** is made up of basic pay (hourly rate of pay), allowances, shift premium pay, overtime pay and bonus pay.
- Bonus remuneration** is made up of performance related award (PRA), vouchers and long service awards.
- The mean** (or average) is calculated by adding up every value and dividing by the total number of people.
- The median** is calculated by listing every value in numerical order and identifying the value that sits in the middle, it is considered more meaningful as it is less affected by outliers.

## Percentage of male and female employees in each of the 4 quartiles



# Why is there a gap?

There are a number of contributing factors to our gender pay gap which we will explore in this section.

## Gender representation

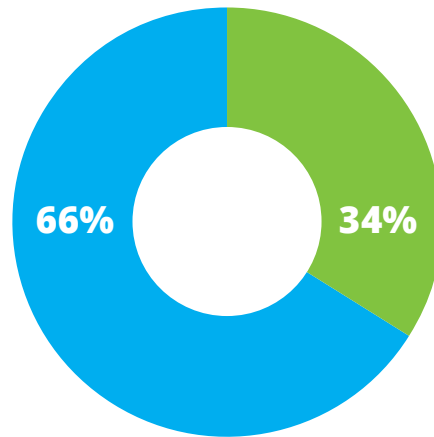
The gender representation or the demographic breakdown in our organisation play a significant part in our gender pay gap. The workforce is comprised of **66% male employees and 34% female** employees.

- The majority of our operational roles, which attract variable compensation/payments such as Overtime, On Call, and Call Out, are held by men resulting in higher remuneration rates.
- Male employees have longer tenure than female employees.
- There are more men than women holding management or senior management positions, such positions attract higher rates of total remuneration.

## Labour market and supply of talent

As a utility, much of our focus and the majority of our roles are in STEM areas, with an emphasis on the disciplines of Engineering, Construction and Technicians. The availability nationally of female talent at all experience levels remains challenging (as evidenced by the STEM Workforce in Ireland data) for our organisation.

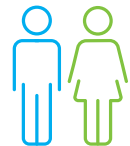
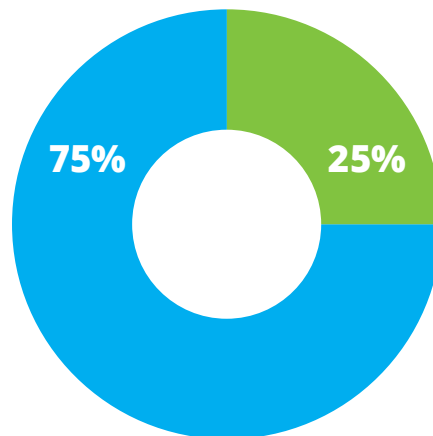
**Demographic breakdown in Gas Networks Ireland**



**Male 66%**  
**Female 34%**

**STEM workforce in Ireland (2022)**

*\*Source - Dept of Education*



**Male 75%**  
**Female 25%**

# Our approach to addressing the gender pay gap



The following sections details the programmes and initiatives which will address the causes of our gender pay gap:

## **Diversity, Equity and inclusion**

Gas Networks Ireland is proud to have a Diversity, Equity and Inclusion strategy which focuses on bringing cultural and organisational change through our ibelong programme. Our ibelong programme launched in 2018 and continues to strengthen each year.

As part of this programme, our ibelong women's network provides a forum to discuss and understand the key opportunities, and challenges, in achieving a gender balance across our organisation, which will have a significant impact on our gender pay gap. The continued collaboration with this network has ensured the following;

- We have developed an online training module on Unconscious Bias, which we encourage all employees to undertake.
- We are continually refining our recruitment approach to ensure that applicant short-listing and interview panels are gender balanced.
- Networking and information sessions continue to support women in our organisation – including career planning, development, networking and mentoring (most notably as part of the in-house Female Development Programme and the IMI/30% Club that GNI supports).
- Initiatives have also been undertaken to highlight the contribution of women and their career journey, at all levels in our organisation, through features in internal communications channels and engagement sessions.



## Flexible working

We are committed as an organisation to achieving gender balance. To do this we must ensure that our working environment supports the retention and development of female employees as they progress through their career.

Throughout 2023, Hybrid Working transitioned from a pilot to an established part of our lives in Gas Networks Ireland, allowing more flexible working arrangements for employees. We believe this approach is supporting all employees to achieve a better work/life balance, and for our female employees in particular it is hoped that it will result in greater retention and career progression.

We also offer a number of other flexible working arrangement including part time, jobshare and career breaks all of which are aimed at retention and ongoing progression.

Finally, in 2023 we commenced a review of all our policies to ensure that they are progressive, equitable and recognise and support some of the challenges experienced in the workplace, as an example the development of our menopause policy and supporting leave.

We believe this approach is supporting all employees to achieve a better work/life balance

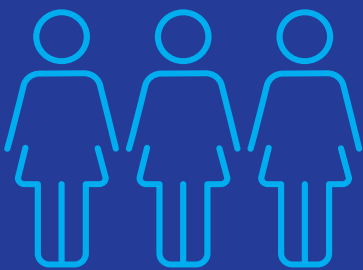




## Our approach to addressing the gender pay gap *(cont'd)*

### Career Development

It is evident from our organisation, that in order to address the gender pay gap, we must aim to have greater gender balance from both a role and organisational level perspective. We have over the last number of years undertaken several initiatives supporting this objective.



# 27%

female representation  
in recent STEM graduate  
intake is above industry  
average

- 1. Female Development Programme** – Aimed specifically at our female population with a focus on career planning, skills acquisition and development and providing both networking and visibility opportunities for those involved. In 2023, 34 of our female employees embarked on this programme. It will run again in 2024.
- 2. Mentoring** – Participation in Female Mentoring Programmes such as the IMI/30% Club, and as part of our own Female Development Programme.
- 3. Executive Representation** – Across our Executive we have 40% female representation.
- 4. Senior Management Representation** – We are committed to increasing female representation in our senior management level and have an objective of moving to 40% female representation within Senior Management. We currently stand at 38% female across our leadership teams.
- 5. Learning and Development** – In collaboration with our iBelong women's network, we will continue to identify opportunities to support the careers and development of women in Gas Networks Ireland. We will continue to run our in-house Female Development Programme and seek opportunities for women to develop their networks internally and externally.

## The future

We understand the challenges in achieving gender balance in our organisation and that this can be challenging for companies in our sector, particularly due to female participation in STEM areas. With this in mind, and to help support the career choices of girls at primary, second and third level education nationally, we have been involved in the following programmes for many years.

- **Junior Achievement Ireland** – where many of our teams have been involved in award winning education programmes.
- **School Partnerships** – we have partnered with a number of DEIS schools where volunteers from Gas Networks Ireland work in a number of initiatives such as Time To Read and Time to Count, with the aim of promoting STEM subjects and awareness at an early age.
- **Transition Year** – we have also partnered with a number of schools to support transition year students in STEM areas and provide work placement opportunities.
- **iWish** – we are proud supporters of this national event which showcases STEM careers to teenage girls.
- **Apprenticeships** – we partner with SOLAS to provide a number of apprenticeship opportunities for school leavers and have sought to increase female participation in traditionally male dominated roles. In our last apprenticeship programme, we have seen an increase in female participation.
- **Third Level** – we also offer a variety of opportunities for Third Level students through our internship programmes (summer and placement) and graduate programmes.
- **Graduates** – Our 2023 graduate intake was focused on STEM areas – traditionally male dominated segments. This programme saw an improvement in both female application and final intake representation.



## Our approach to addressing the gender pay gap *(cont'd)*



### **Our approach to pay**

In addition to the initiatives outlined above, we have a progressive pay model which is gender neutral. The pay model places new recruits on the same pay points and progresses all employees through the pay bands in a standard way regardless of gender.



### **Bridging the gap**

At Gas Networks Ireland, we will continue to work on those key areas that are contributing to our gender pay gap as reported:

1. Continue to evolve our Diversity, Equity & Inclusion strategy to continue the development of our networks and programmes enabling organisational change.
2. Increase our Gender Balance and representation in our organisation specifically in our Operations and Management areas.
3. Development and retention of Female employees through development initiatives, introduction of progressive policies and work processes.
4. Continue to influence the number of girls and women considering STEM as a career through our various programmes and partnerships.
5. Ensure that our approach to pay continues to ensure that gender bias is not a consideration.

# Additional information and reporting

The regulations also require a number of additional calculations, including hourly remuneration of part-time employees, employees who received bonus or benefit in kind.

## Remaining calculations

	2023	2022	Difference	
<b>% difference of Mean for all staff, as % of men's salary - all staff</b>	5.5%	5.7%	-3.2%	
% difference of Mean for part-timers	*	-		
% difference of Mean for temp contracts	1.4%	8.2%	-83%	
<b>% difference of Median for all staff, as % of men's salary - all staff</b>	5.2%	3.6%	-5.1%	
% difference of Median for part-timers	*	-		
% difference of Median for temp contracts	-6.1%	-1.0%	508.7%	
<b>% difference of Mean Bonus</b>	8.0%	12.8%	-37.7%	
<b>% difference of Median Bonus</b>	4.1%	7.2%	-43.0%	

	2023		2022		Difference	
	M	F	M	F		
% of men who got a bonus, % of women who got bonus	89%	92%	91%	94%	-2%	-2%
% of men getting a BIK, % of women getting a BIK	15.6%	11.9%	16.4%	12.3%	-5.2%	-3.5%
% split in lower quartile	65%	35%	63%	37%	3.5%	-6.0%
% split in lower middle quartile	63%	38%	62%	38%	0.8%	-1.3%
% split in upper middle quartile	69%	31%	69%	31%	-0.4%	0.8%
% split in upper quartile	70%	30%	67%	33%	4.0%	-8.2%
Staff Population	553	278	482	256	14.7%	8.6%

*\*only one part-time male employee so removed to preserve privacy*



The main contact details for  
Gas Networks Ireland are:

.....  
General Enquiries

**1800 464 464**

.....  
24hr Emergency Service

**1800 20 50 50**

.....  
**info@gasnetworks.ie**

.....  
**@GasNetIRL**

.....  
**gasnetworks.ie**