

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

Data snapshot date: June 2022



# Introduction

At Gas Networks Ireland, we manage a modern, world class infrastructure and provide vital services 365 days a year, while also providing vital support to intermittent renewables. We have a proven ability of knowing how to evolve, always towards a cleaner environment. Our consistency and reliability have spanned decades and our expertise and experience will enable us to do so again; to transport renewable gases at scale. This is only possible because of our uniquely talented people.

One of our key strategic ambitions is to leverage our past and energise our people to deliver the future of our network. We will do this by defining and embedding an inclusive culture to motivate and engage our people to deliver high performance, while ensuring that everyone can be their true self at work. We enable this through our diversity & inclusion strategy and programme, our recruitment practices, our female talent development programmes, our flexible work practices and through STEM advocacy in our schools' education programmes.

As an employer, this is our first year reporting on gender pay and acknowledge the gender pay gap that exists in our organisation. We are committed to, and serious in, the measures we will take to reduce this gap, which we will monitor, measure and report on going forward. We recognise that these measures may take time to develop and to embed in our organisation, as we continue to focus on reducing our gender pay gap in the future.



*“As a leader in our organisation, I am thoroughly committed to playing my part in ensuring our organisation’s commitment to creating an environment of inclusivity and equity, including a specific focus on gender, for the people who work here today and for future generations”*

**Nicola McSweeney, People Director**

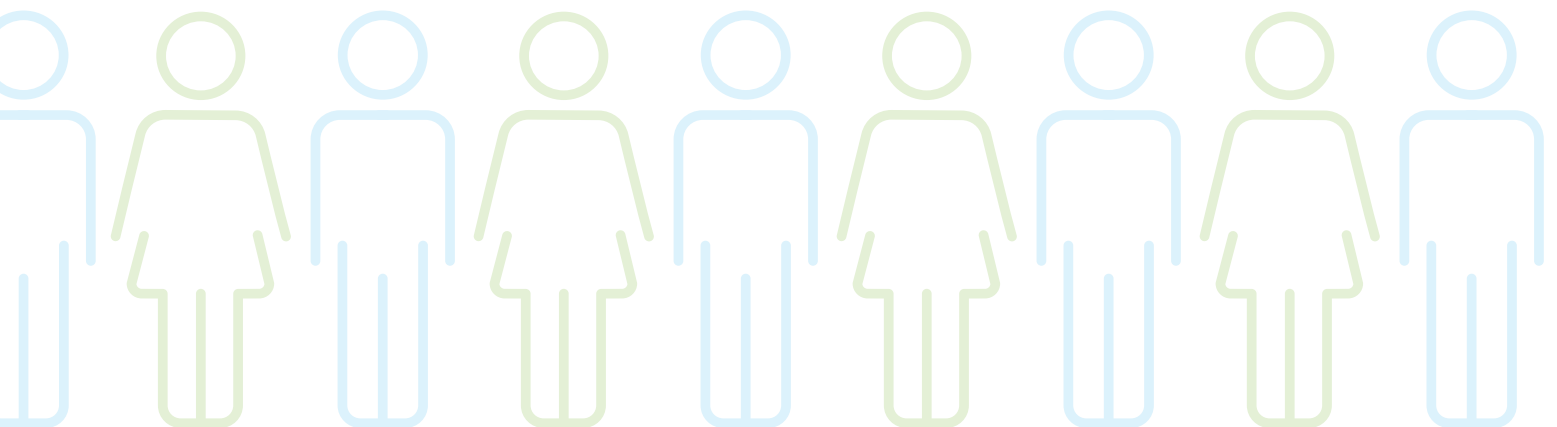


## What is gender pay gap?

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.

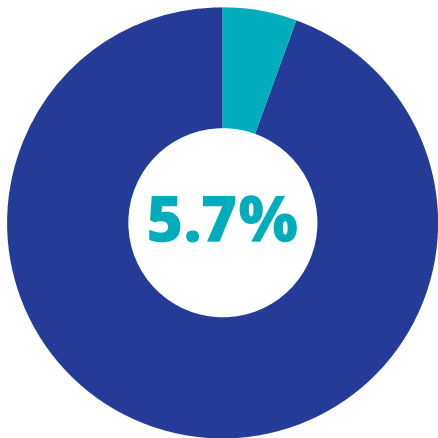
Gender Pay Gap is different to “equal pay for equal work”?

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.

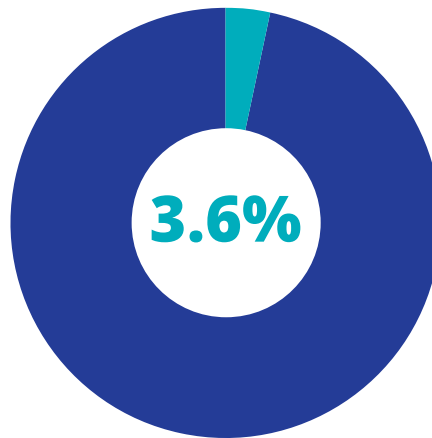


# Gas Networks Ireland gender pay gap

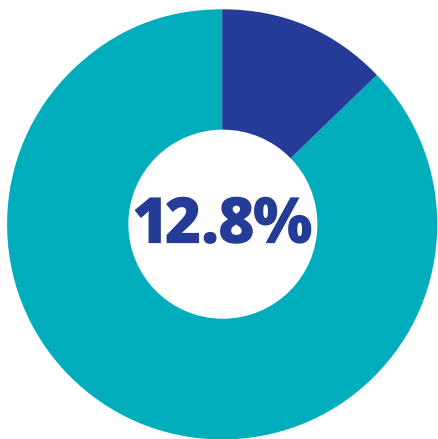
In Gas Networks Ireland, our gender pay gap is **5.7%**.



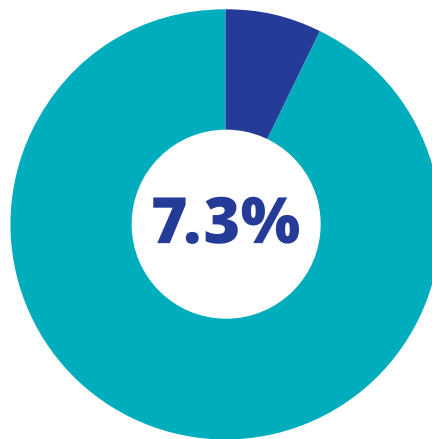
Gender Pay Gap  
**Mean Hourly Remuneration**



Gender Pay Gap  
**Median Hourly Remuneration**



Gender Pay Gap  
**Mean Bonus**

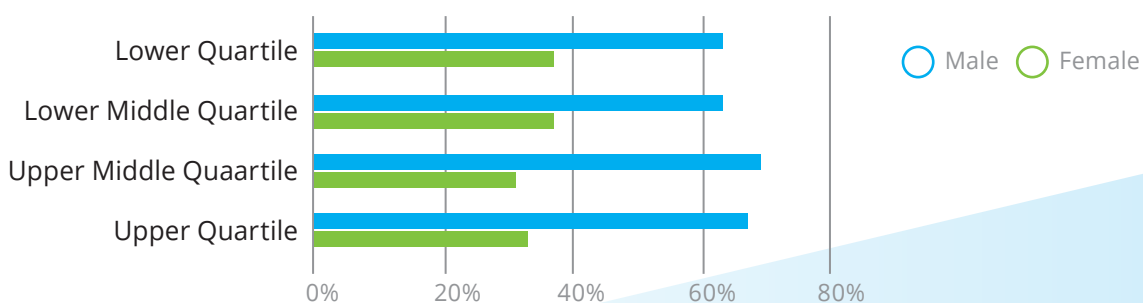


Gender Pay Gap  
**Median Bonus**

## 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

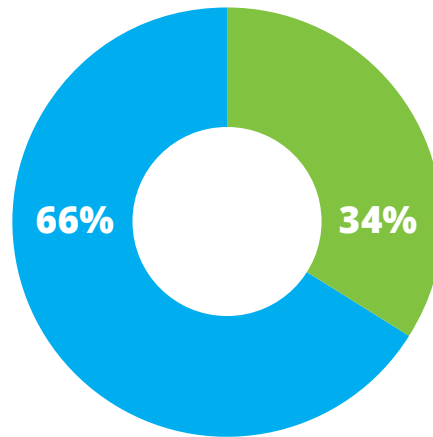
The gender representation or the demographic breakdown in our organisation play a significant part in our gender pay gap. The workforce is comprised of **66% male employees and 34% female** employees.

- 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 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.

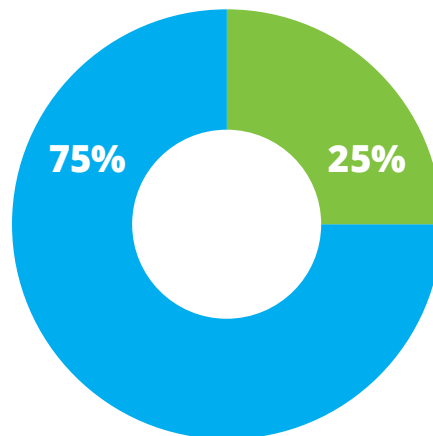
### Demographic breakdown in Gas Networks Ireland



**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 programs and initiatives which will address the causes of our gender pay gap:

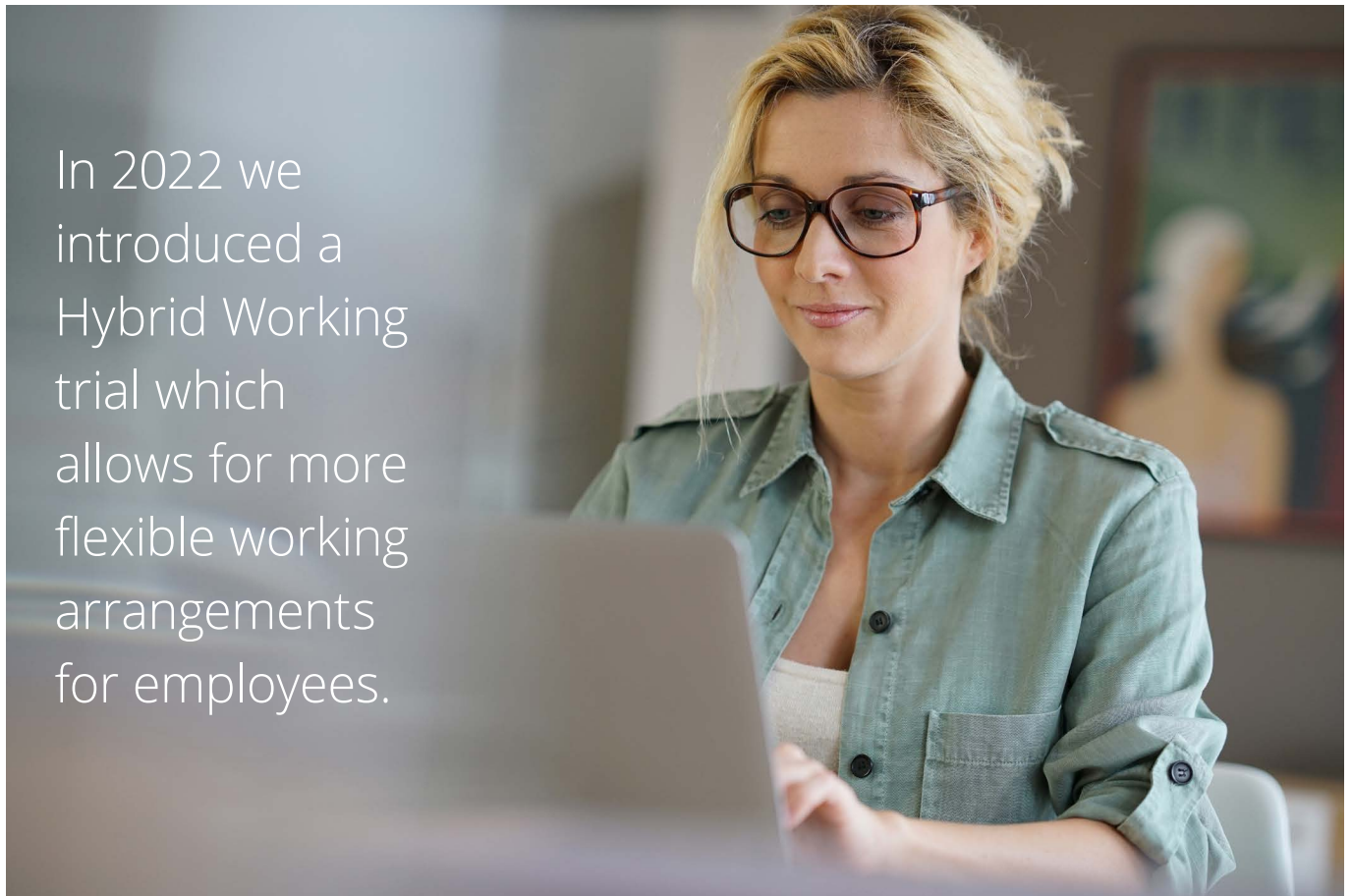
## **Diversity and inclusion**

Gas Networks Ireland is proud to have a Diversity and Inclusion strategy which aims to bring cultural and organisational change through our ibelong program, which launched in 2018 and continues to evolve and strengthen each year.

As part of this program, our ibelong women's network has been established to provide a forum to discuss and understand the key opportunities and challenges relating to gender balance in our organisation, which we believe will have a significant impact on our gender pay gap. As a result of ongoing collaboration with this network the following initiatives have been undertaken;

- Unconscious Bias Training has been undertaken and is available to all employees.
- We have refined our recruitment approach to ensure that applicants short-listing and interview panels provide gender balance.
- Networking and information sessions continue to be facilitated to support women in our organisation – including career planning/ development, networking and mentoring.
- Initiatives have also been undertaken to highlight the contribution of women and their career journey, at all levels to our organisation.

**ibelong**



In 2022 we introduced a Hybrid Working trial which allows for more flexible working arrangements for employees.

### **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.

In 2022 we introduced a Hybrid Working trial which allows for more flexible working arrangements for employees. We believe this approach will support 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, jobsShare and career breaks all of which are aimed at retention.



## 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 a number of initiatives which support this objective.



- 1. Female Development Program** – Aimed specifically at our female population with a focus on career planning, skills acquisition and development and providing both networking and visibility opportunities for this group. To date, over 30 of our female employees have completed this program.
- 2. Mentoring** – Participation in Female Mentoring Programs such as the IMI 30% Club.
- 3. Executive recruitment** – In our recent Executive Appointments we now have 40% female representation which is a significant advancement for the organisation.
- 4. Senior Management recruitment** – 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.
- 5. Learning and Development** – In collaboration with our ibelong womens network, we will continue to identify opportunities to support the careers and development of women in Gas Networks Ireland.





## The future

We are committed to working towards gender balance in our organisation. We understand 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. For many years, we have been involved in the following programs

- **Junior Achievement Ireland** – where many of our teams have been involved in award winning education programs.
- **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.
- **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.
- **Third Level** – we also offer a variety of opportunities for Third Level students through our internship programs (summer and placement) and graduate programs.



## 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 & Inclusion strategy to continue the development of our networks and programs.
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, progressive policies and work processes.
4. Continue to influence the number of girls and women considering STEM as a career through our various programs 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

### Part time employees

- Mean and median hourly remuneration for part-time employees  
No calculation as we have no male part time employees

### Temporary employees

- Mean hourly remuneration for temporary employees **8.2%**
- Median hourly remuneration for temporary employees **-1%**

### Percentage of male employees that received bonus:

- Percentage of males in receipt of bonus **94%**
- Percentage of females in receipt of bonus **91%**

### Benefit in Kind

**15%** of the total population receive benefit in kind

**16%** of all males receive BIK

**12%** of all females receive BIK

\* Our data snapshot date was **29th June 2022**



The main contact details for  
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