



Gender Pay Gap Report 2024





Gender Pay Gap Report

Waterways Irelands gender pay gap has been calculated in accordance with Government regulations. The report is based on snapshot data as of 30 June 2024 and covers activities between July 2023 – June 2024.



An Introduction to Gender Pay Gap

What is the gender pay gap?

The Gender Pay Gap Information Act 2021 marked a significant milestone in Ireland, establishing the legislative framework for mandatory gender pay gap reporting.

Under this Act, organisations are mandated to disclose their hourly gender pay gap, utilising a comprehensive set of metrics to provide a nuanced understanding of the disparities that may exist.

In compliance with the Regulations, companies boasting over 250 employees are obligated to submit their gender pay gap reports for the year 2024. The data collection is at a specific snapshot date (30 June 2024), providing a focused view of the workforce at that point in time.

The essence of the gender pay gap lies in the contrast between the average hourly wages of male and female employees within an organisation, irrespective of their positions of authority or seniority.

This legislation not only underscores the commitment to transparency but also encourages organisations to proactively address and rectify gender-based pay inequalities, fostering a more equitable and inclusive work environment.



Is the gender pay gap different to equal pay?

It's crucial to recognise that while the gender pay gap and equal pay are interconnected issues, they address distinct aspects of workplace inequality. Equal pay, as governed by Irish law, specifically prohibits disparities in compensation between men and women when engaged in "like work," "work of equal value," or "work rated as equivalent."

The focus of equal pay legislation is on ensuring that individuals performing comparable roles receive comparable remuneration, irrespective of their gender. Employers are obligated to rectify any unjust pay differentials that arise from discriminatory practices.

On the other hand, the gender pay gap pertains to the overall disparity in average hourly wages between men and women across an organisation. This broader metric considers factors beyond job roles, encompassing systemic issues and historical inequities that may contribute to the overall wage differential.

While equal pay laws emphasize fairness at the individual level, the gender pay gap addresses the broader organisational and societal challenges that lead to overall wage imbalances. Both issues demand attention and action to foster a workplace that is not only free from direct discrimination but is also committed to addressing systemic gender-based disparities.

By distinguishing between these two issues, it becomes possible for organisations to implement comprehensive strategies that address both equal pay concerns at the individual level and the broader gender pay gap, ultimately fostering a more equitable and inclusive work environment.



Reporting requirement

Organisations need to disclose:

- pay differences between male and female employees, including hourly pay and bonuses
- data across a range of working arrangements including part-time and temporary contracts
- the proportion of male and female employees who receive benefits in kind and bonuses
- the number of male and female employees across four pay bands
- there may also be a requirement to publish differences in pay by reference to job classification



Our Workforce

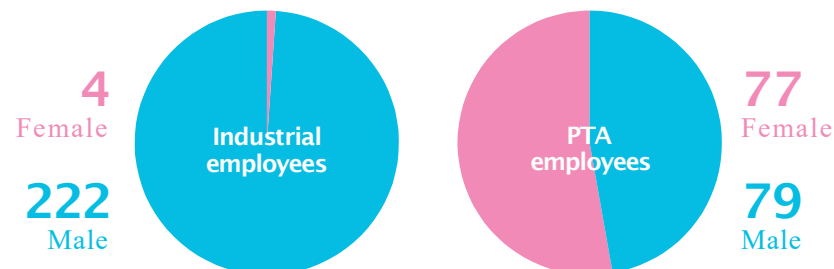
As of June 30, 2024, Waterways Ireland conducted a gender pay gap analysis involving 382 employees, comprising 301 men and 81 women, across various roles within the organisation.

The workforce was categorized into 226 industrial employees and 156 professional/technical workers (PTA). Among the industrial employees, 222 were men, and 4 were women. Although this indicates a significant gender imbalance in this category, the female percentage has increased by 25% in the last 12 months.

In the PTA worker category, there were 79 male employees and 77 female employees, showcasing a more balanced gender distribution in this sector of the workforce.

The gender distribution within these specific job categories sheds light on potential contributing factors to the overall gender pay gap, emphasising the importance of addressing disparities at both the organisational and occupational levels.

By analysing these data points, Waterways Ireland can develop targeted strategies to promote gender equality, not only by addressing the overall gender pay gap but also by identifying and rectifying imbalances within specific job roles and categories.





Waterways Ireland Current Gender Pay Gap

Our results show a negative mean gender pay gap of -14.7% and a median gender pay gap of 4.9% on 30th June 2024. This positive gender pay gap is attributed to the appointment of a number of women to posts within the ELG (Extended Leadership Group). In 2024, 2 females joined the ELG, increasing to 20 females, compared to 18 in the previous year.

Women make up 26.9% of our workforce. The average hourly pay for females is €26.50 and for males it is €23.10.

Emphasising our commitment to equality, we are encouraged our gender pay gap recognises that fair compensation is fundamental to fostering a just and inclusive workplace.

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business.

Although our operational workforce is predominantly male dominated, we continue to have non gender specific recruitment campaigns, and all pay scales are gender neutral. Building upon these foundations, our focus extends beyond mere pay differentials, as we strive to cultivate an environment that actively supports and encourages the development of women in the workplace.

We take pride in making a positive impact on various fronts, including providing robust support for employees with family and carer responsibilities, acknowledging the importance of work-life balance. Waterways Ireland continues to offer a broad range of policies and procedures to all our employees to support and enhance a good work-life balance, such as:

- flexible working;
- hybrid working;
- parents leave; and
- parental leave

In essence, our efforts go beyond numerical targets, aiming to create a workplace culture that not only addresses economic disparities but also champions the holistic well-being and empowerment of women within our organisation.

All Employees

All Employees for the reporting period on 30th June 2024.

Mean Gender
Pay Gap

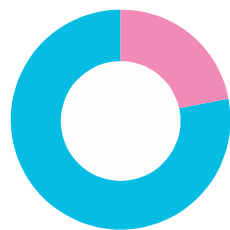
-14.7%

Median Gender
Pay Gap

4.9%

Our data

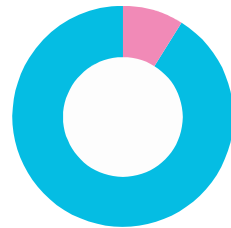
Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap (All)	-14.7%
Mean hourly gender pay gap (Part-Time)	-21.4%
Mean hourly gender pay gap (Temporary Contract)	-39.6%
Median hourly gender pay gap (All)	-4.9%
Median hourly gender pay gap (Part-Time)	-11.7%
Median hourly gender pay gap (Temporary Contract)	-2.9%
Mean hourly performance related bonus gender pay gap (All)	No bonus paid
Median hourly performance related bonus gender pay gap (All)	No bonus paid
Percentage of employees per gender to receive a performance related bonus	No bonus paid
Percentage of employees per gender to receive benefit in kind	No BIK paid



46%
Female

54%
Male

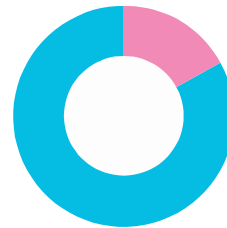
Percentage of employees within lower remuneration quartile



15%
Female

85%
Male

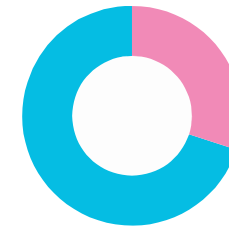
Percentage of employees within lower middle remuneration quartile



5%
Female

95%
Male

Percentage of employees within upper middle remuneration quartile



19%
Female

81%
Male

Percentage employees within upper remuneration quartile



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