



Suir Engineering Limited

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Gender Pay Gap Report 2022





Executive Summary

92.5% Male 7.5% Female

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce, not just those in similar jobs, or working patterns, or with similar competencies, or 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.

Our all-employee gender pay gap is largely driven by significantly lower female participation in craft and engineering roles. Our senior roles such as Directors, Project Managers and Project Directors mainly come through the Trade route and are therefore male. Our site support roles – Engineers, EHS, Quantity Surveying and Planners have some females in these roles, but they remain male dominated roles in our industry. We do welcome women to these roles however they represent a minority of applications.

We have one trade qualified female and 3 female apprentices. The majority of our employees (75%) are Trade qualified or are trainee apprentices. For Trade employees (qualified and apprentices) pay rates, overtime rates and tax-free lodge, are set out by the SEOs for the Electrical Contracting Sector and Construction Sector. General Operatives' pay rates and overtime rates are also covered by the SEOs for the Construction Sector.

Suir Engineering has a mean GPG of 26.3% and a median GPG of 33%, driven by under-representation of women overall in our business, fewer women in senior roles and high numbers of male employees covered by the SEO. We have also presented our data to reflect the GPG on our basic pay rates without the SEO allowances and overtime. This showed a mean GPG of 10.2% and a median GPG of 20.3%.

We have no male part-time employees and only 3 females in part-time positions. Our Apprentices are categorised as temporary employees whilst in training and they are 99.5% male.

There is a significantly higher gap in BIK payments as there is less females employed than males and a higher number of females availed of BIK. BIK-related benefits are not applicable to all employees, such as our Trade employees.

We felt it important to report the all-employee view together with the data without overtime and SEO allowances.

Actions to bridge the gender pay gap include:

- Suir Engineering are proactive supporters for Women in Construction with the hope of encouraging more women to join Suir through our Apprenticeship Programme and support roles.
- While Construction remains a male dominated industry, Suir Engineering gladly welcomes and will continue to welcome females into our more senior site-based roles. Since June 2021 to June 2022, there has been an increase of 26% of women employed in our business. We have more to do and will commit to addressing this in the next 3 years.

Results

The table below sets out the hourly gender pay gap across a range of metrics as required by the Gender Pay Gap Information Act 2021.

	All	Excluding SEO*			
1. All employees - mean	26.3%	10.2%			
2. All employees - median	33%	20.3%			
3. Part-time employees - mean	-100%	-100%			
4. Part-time employees - median	-100%	-100%			
5. Temporary employees - mean	12%	-3%			
6. Temporary employees - median	26%	28%			
7. Difference in the mean bonus pay received by male and female employees	N/A	N/A			
8. Difference in the median bonus pay received by male and female employees	N/A	N/A			
9. Difference in the percentage of male and female employees paid bonuses	N/A	N/A			
10. Difference in the percentage of male and female employees who received benefits-in-kind	-67%	-72%			
11. Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands (including overtime and role specific allowances)	Quartile 1 Female 18% Male 82%	Quartile 2 Female 1% Male 99%	Quartile 3 Female 1% Male 99%	Quartile 4 Female 1% Male 99%	

The mean is the average point for all female and male employees and the median is the midpoint. Where the result is shown as a plus number, the male rate is higher, where it shows a minus number females are higher.

*SEO – Sectoral Employment Order