



Gender Pay Gap Report 2024

EirGrid.ie





Martin Corrigan Chief Executive (Interim)

Building a more diverse and inclusive workplace



EirGrid is responsible for a safe, secure and reliable supply of electricity – now and in the future. We have a unique role to play in decarbonising the electricity system, supporting Ireland in reaching the Government’s Climate Action targets.

We understand the need to continue building a more diverse and inclusive workplace to help achieve our ambitions and deliver the unprecedented changes required to transform the power system.

A vital part of our work will be continuing to attract more women into the electricity sector and into EirGrid, and ensuring we foster and develop talent at all levels in the organisation. Our Graduate Programme, for example, continues to maintain a gender balance.

It’s positive to see that we now have more women than ever in senior leadership roles, placing us ahead of the wider industry in terms of representation. However, because these changes in personnel are quite recent, they are not yet reflected in our report.

As a leadership team, we recognise the increase in this year’s result and that more needs to be done to deliver change. This report helps us to identify the reasons behind the current gender pay gap, so we can continue to progress and develop the initiatives that will help to close it.

We are committed to ensuring that everyone who joins our company is welcomed, nurtured, and supported. As our organisation continues to grow, we embrace the positive changes that having a diverse workforce brings to our culture and look forward to working towards even more positive change.

Everyone who joins our company is welcomed.

Help drive an inclusive and progressive culture



Fostering a diverse and inclusive workforce is not just a goal but a fundamental enabler for achieving our mission in EirGrid. As we work towards transforming Ireland's power system, we are working hard to further transform our organisation to actively encourage and support diversity at all levels.

While this year's gender pay gap is a strong reflection of the current gender balance within STEM, it illustrates the need to continue driving new initiatives that will transform our organisation and continuously improve our culture.

Over the past year, we have delivered more flexible working arrangements, giving employees greater work life balance and opportunities to thrive and build their careers in EirGrid.

In 2024, we introduced four inclusion networks, including one focused on gender balance, to help drive an inclusive and progressive culture, while supporting our people to feel a sense of belonging at work.

Our Graduate Programme continues to maintain an approximately 50:50 gender balance. This is key to growing our gender balance into the future. As we recognise the need to encourage women into STEM subjects from an early age, we have continued our collaborations with bodies such as Engineers Ireland and designed school competitions with SciFest and Young Social Innovators.

As EirGrid's journey continues, I am excited about what is to come as we continue to make positive steps to shape and balance the future of STEM in Ireland for years to come.

Our Graduate Programme continues to maintain an approximately 50:50 gender balance.



Sarah Downing
Chief People & Capability Officer

What is the Gender Pay Gap?

The Gender Pay Gap refers to the difference in the average hourly pay of women and men in an organisation. It is designed to capture the extent to which women are evenly represented across different levels of seniority in an organisation.

Irish legislation requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics.

It is important to note that the gender pay gap differs from equal pay. Equal pay is required under the Employment Equality Acts and exists to ensure women and men performing the same role receive equal pay. In EirGrid our appointments are based on merit and pay is determined by the experience and skills women and men bring to their roles.

The gap in gender pay looks at gender representation in assessing the average earnings of women and men.



I am hardly conscious of my gender in the course of carrying out my role, thanks to the diversity in EirGrid. I interact with several female colleagues in senior positions of responsibility. This is indicative of an inclusive culture with good female representation which can be enhanced towards parity in the workplace.

Jeanne Julliet Achieng
Senior Lead Engineer Interconnection



Equality for me does not mean treating everyone the same. It is about recognising that people are different and to ensure that these differences are considered and accommodated and that individuals feel at home and are fully able to participate in the organisation and employ their natural talents and abilities. This balanced approach is essential for a diverse and pluralistic organisation and serves as a good model for society.

Reesha Toms
Sustainability Analyst



How is Gender Pay Analysis Calculated?



The Mean Pay Gap

The difference between women's mean (average) hourly wage and men's mean (average) hourly wage



The Median Pay Gap

The difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).



The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. This gives an indication of the gender representation at different levels of the organisation.

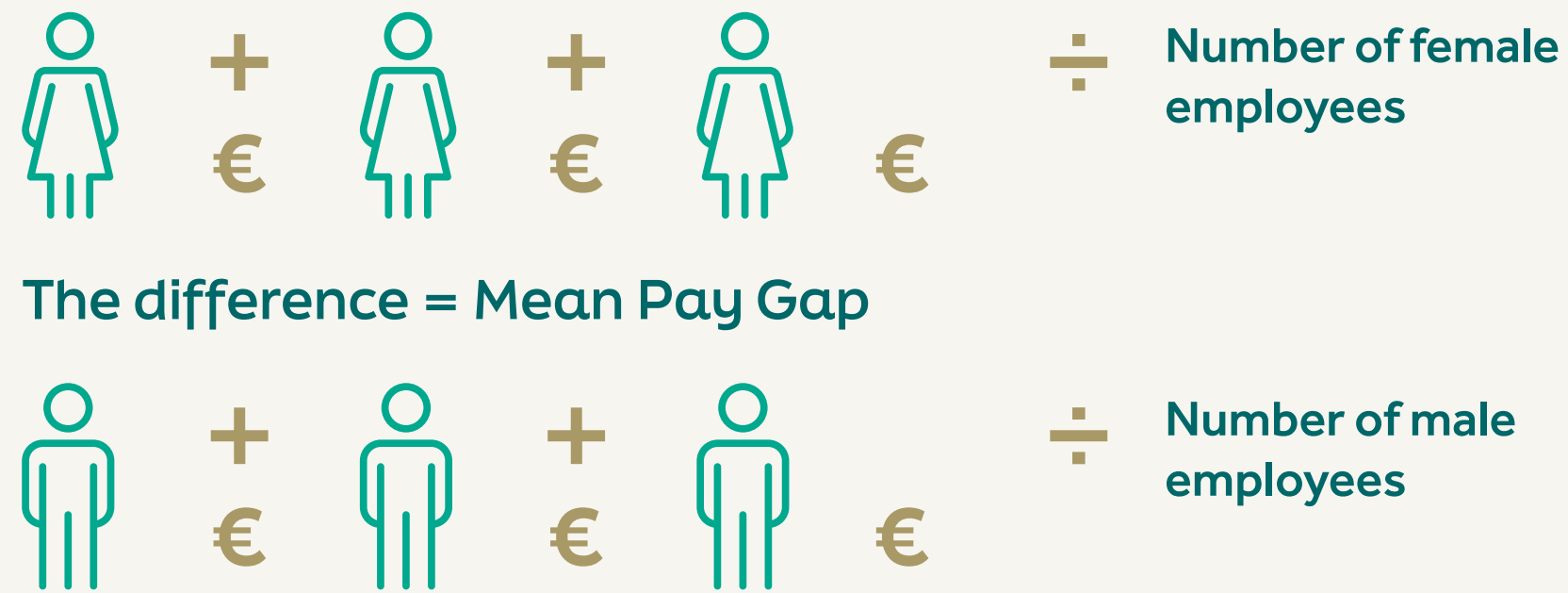


Reporting Period

July 2023 to June 2024



How we calculate our mean gender pay gap:



It's inspiring to see the number of women in EirGrid Information and Technology departments growing each year, creating a more inclusive and empowering environment for all. I'm proud to contribute to EirGrid's commitment to renewable energy and diversity, and excited to be part of a company that fosters equal opportunities for everyone.

Andrea Guzman

Market Systems IT Applications Engineer

Our Gender Pay Analysis 2024

13.5%

Mean Hourly Pay Gap 2023

11.9%

Median Hourly Pay Gap 2023

Allowances and Shift Payment

At EirGrid we currently have more men represented in operational roles with non-standard work schedules that incur additional payments. These additional payments, including shift allowances, impact total remuneration and contribute to our gender pay gap.

STEM Industry

We recognise that there is a gender imbalance in the STEM industry. This impacts on our ability to attract and recruit females to certain roles within EirGrid. We are making every effort to encourage young females to pursue STEM career paths, through collaborations with Engineers Ireland and various programmes with first, second and third level students.

Quartiles

	Female	Male
Upper Quartile	26%	74%
Upper Middle Quartile	25%	75%
Lower Middle Quartile	37%	63%
Lower Quartile	48%	52%
Overall	34%	66%

Data Insights

There were a number of factors that contributed to the Gender Pay Gap moving to 13.5% this year.

“ During the recent organisational restructure at the Executive and Head of Function levels, we observed a temporary shift in the overall average hourly pay, with a slight decrease for females and an increase for males ”

“ We are seeing an improved gender balance in those joining at early career levels but welcomed more male new joiners overall, contributing to an increase in the number of males in the Upper Quartiles compared to last year. ”

- Susan Buckley, Head of Compensation and Benefits

How Are We Improving?



Flexibility

EirGrid's new flexibility policies enable our people to create a work life balance that works for them.



Hybrid working

We operate a 2:3 model, meaning our people have the flexibility to work from home up to 3 days per week.



Core hours

Our core hours mean our people can commence work any time before 10am and log off after 4pm. This enables our people to fit their working day around their daily duties.



Reduced hours roles

We understand that not everybody wants to work full time hours. Where suitable, our people can enter contracts on reduced hours that work with their lifestyle.



As women in EirGrid, we support one another, advocate for each other and encourage each other to strive for leadership positions. I have personally received a lot of support throughout my varied career in EirGrid. In addition, EirGrid's flexibility options, including working 4 days a week enables me to operate at a senior management level while balancing my life outside of work.

Ciara Corby

Head of Talent Development

How Are We Improving?

Inclusivity

We're dedicated to diversity and inclusion at EirGrid. We recognise the strength that comes from having a diverse workforce and the importance of a supportive culture for all or people to achieve their potential. This year, we have appointed diversity champions at executive and board level, to ensure that diversity and inclusion remains at the forefront of our work.

Inclusion Networks

This year, we developed four inclusion networks. The networks are designed to create an inclusive culture that enables our people to feel a sense of belonging at work.



EirGrid's Diversity and Inclusion Day 2024



We are championing Diversity, Equity and Inclusion within the business and embedding it into our culture. I am a member of one of the four diverse Inclusion Networks which help normalise a culture of inclusion for all.

We believe in an equitable workplace for all our team members and are driving initiatives to narrow the gender pay gap. We are making this change in a number of ways including offering our people improved flexible work arrangements. This is attracting more female applicants to opportunities with EirGrid.

Derek Drumm
Talent Acquisition Team Lead



The diverse and inclusive culture here at EirGrid has allowed me to gain confidence in my skills as an engineer. At EirGrid I feel that my opinions and ideas are listened to and valued. My colleagues share their expertise with me wherever they can. I have been given a lot of space to move towards the work that interests me. I am involved in the pride network at EirGrid, it gives me a sense of purpose and belonging. Greater diversity in the workplace brings new ideas and perspectives. At EirGrid I have role models of female engineers in senior leadership positions, which allows me to envision where I want to go with my career.

Abbey Corr
Graduate Engineer

I am involved in the pride network at EirGrid, it gives me a sense of purpose and belonging.

We believe in an equitable workplace for all our team members



EirGrid is a strong supporter of gender equality and promoting change...

We're still at the start of our journey, I'm excited about the impact these networks will have on the organisation as a whole.



I have spent most of my career in EirGrid and held a number of head of function positions. EirGrid is a remarkably inclusive and supportive environment for female leaders. I am the sponsor of the Gender Matters inclusion network, a cross company collaboration group who progress initiatives to promote gender equality for all. EirGrid is a strong supporter of gender equality and promoting change to enable leaders, both male and female, to thrive.

Claire Kane
Head of Settlement



Equality, to me, is about taking a holistic view - encompassing work-life balance, pay, education, flexibility, mentorship and pathways for personal and professional growth. Fostering an environment where everyone can thrive is key for equality. Outside of my day-to-day role, I'm actively involved in the Inclusion Network programmes. While we're still at the start of our journey, I'm excited about the impact these networks will have on the organisation as a whole.

Alison Reilly
Vendor Management Specialist

Moving Forward



We are developing a **Life at EirGrid** webpage to transparently list our values and benefits for staff and potential employees



We have conducted a **culture survey** and will act on the feedback throughout 2025



Our teams are upskilling with **inclusive recruitment training** to ensure our recruitment process is fair to all



We are continuously **reviewing our benefits** to ensure our staff are receiving everything they need for their wellbeing both inside and outside of their work life.



We are investing in **comprehensive upskilling programmes** for our people to be the best that they can be



We continue to offer extensive **career opportunities** across a range of disciplines



Reporting Metrics Overview

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

The data outlined in this table is based on the reporting period 1st July 2023 to 30th June 2024.

Analysis of this data shows an increase in the gender pay gap of 3.2%

Total employees	605
Gender Distribution	400 Male – 66.1% 205 Female – 33.9%
Bonus Gap	Mean: 18.7% Median: 11.9%
Percentage Receiving a Bonus	90.5% Male 90.2% Female
Percentage Receiving Benefit in Kind	100% Male 100% Female
Part-Time Staff – Gender Pay Gap	Mean: -26% Median: -34%



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